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Westmoreland Central School District
And Westmoreland Teachers
Association

AGREEMENT

between

SUPERINTENDENT

and

**WESTMORELAND CENTRAL SCHOOL
TEACHERS' ASSOCIATION**

Westmoreland Central School District
Westmoreland, New York
July 1, 1996 - June 30, 2001

NYS PUBLIC EMPLOYMENT RELATIONS BOARD
RECEIVED

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CONCILIATION

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ARTICLE 2

GENERAL

1. This Agreement is negotiated under Article 14 of the New York State Civil Service Law in order to fix for its term the salaries and other conditions of employment provided herein and to encourage and abet effective and harmonious working relationships between the Board-Administration and the Association.
2. The Superintendent and the Association accept the provisions of this agreement as commitments that they will cooperatively and in good faith, honor, support and seek to fulfill. It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.
3. Upon the approval by the Board of Education of those provisions requiring legislative action, any previously adopted policies, rules or regulations of the Board that are in conflict with a provision or provisions of this agreement shall be superseded and replaced by the contents of this Agreement that conflict with the previously adopted policies, rules, or regulations or sections of any previously adopted policies, rules, or regulations of the Board. Nothing in this Agreement that changes pre-existing Board policies, rules, and regulations shall operate retroactively unless expressly so stated.
4. By virtue of satisfactory evidence submitted by the Association to the Board that the Association does represent the majority of the professional employees in the District, the Board hereby recognizes the Association as the official negotiating agent for all full-time teachers and all other certified employees except building and District administrators.

ARTICLE 2

DURATION OF AGREEMENT

1. The agreement shall continue in full force and effect from July 1, 1996 to June 30, 2001.
2. If either party desires to open negotiations to reach a new agreement, it must request a meeting with the other party on or before February 15th of the school year in which it wishes to negotiate an agreement for the following school year. Following the receipt of a request to open the negotiations, a meeting shall be held within fifteen (15) school days of receipt of the letter requesting negotiations or by March 1st, whichever is later, unless there is mutual agreement between the parties to modify this requirement. At the first meeting, the party initiating the request for negotiations shall submit in writing all issues upon which it wishes to negotiate. All issues which the non-initiating party wishes to negotiate shall be submitted in writing no later than the second meeting. The second meeting and all necessary

subsequent meetings shall be called at times mutually agreed to by the parties. Upon agreement being reached by negotiating teams, there will be no further negotiations on the agreement unless and until it is not approved by the Superintendent or by the Westmoreland Teachers' Association. All provisions of this paragraph shall conform to the negotiating agreement between the Chief Executive Officer of the Westmoreland Central School and the Westmoreland Teachers' Association.

3. No provisions of a new agreement shall become effective earlier than the July 1st following the opening of negotiating and all provisions of the existing agreement shall remain in effect until the new agreement becomes effective, except monetary increases, i.e., increments, or those requiring increased financial outlays by the District. Chapter 868 of the Laws of 1982 to the contrary notwithstanding, the parties hereby waive all rights they may have with respect to a claim of commission of an improper practice by reason of implementation of this provision.
4. The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement, and therefore agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.

ARTICLE 3

CLASS SIZE AND TEACHING LOAD

1. A. The school administration recognizes the desirability of maintaining class sizes commensurate with good educational practice. To this end, efforts shall be made, within limitations of budget and space, to maintain class sizes as given below:

		Maximum
Kindergarten - 6	20	25
Pre-first Class	12	18
Grades 7-12 5 Sections - 125 students per day		
6 Sections - 150 students per day		

- B. In cases where these class size or teaching load numbers are exceeded, the Teacher remedy shall be the following salary schedule:

		I	II	III
Rate per day per student		\$1.00	\$3.00	\$4.00
Grades K-6 Students		28	29, 30	31 or more
Pre-first		20	21, 22, 23	24 or more

Grade 7-12	5 Sections	135	136, 137, 138	139 or more
	6 Sections	160	161, 162, 163	164 or more

Elementary Specials - The number of sections multiplied by 25 will equal the minimum number of students

Min.+10 Min.+11,12,13 Min.+14 & over

In all cases the class size or teaching load must reach at least the Column I figure before a teacher becomes eligible for any salary adjustment. When a teacher's class size or teaching load reaches the level contained in Column I, II, or III, the teacher will be paid the per diem equal to the dollar amount indicated times the number of students over the maximum shown in Paragraph A. Teacher eligibility for this payment shall be based on the student numbers taken from the teacher's official register in the elementary level and class lists in the secondary.

2. Also, within restrictions imposed by budget and space, consideration will be given to class sizes in special situations (involving factors such as hazard, nature of program, and facilities limitations) when developing schedules.
3. Secondary Teachers shall normally be assigned a maximum of five (5) teaching assignments. If, in the determination of the Superintendent, a sixth assignment is necessary, it shall, if possible, be in lieu of study hall or similar assignment. It is understood that the Superintendent's determination shall be made after consultation with the teacher and principal and shall not be arbitrary.
4. Efforts will be made, within limitations of budget and staff availability to assign Secondary Teachers no more than three preparations;¹ it is understood, however, that teachers of special subjects, i.e., business education, industrial arts, homemaking, foreign language, art, music, physical education, etc., will inevitably teach more than five (5) classes within their overall subject and may be assigned more than three (3) preparations. Any Secondary Teacher may volunteer for more than three (3) preparations, but if a 4th preparation is assigned without the consent of the teacher involved, this will be in lieu of a 6th assignment.
5. Secondary Teachers (not including teachers of special subjects set forth in section 4 above and teachers with four preparations and six classes) will utilize one of their two preparation periods each day by working in the designated office area to give extra assistance to students.

¹Preparations shall be defined as: Each different subject and each different grade level shall be considered a separate preparation. Also each ability level within a grade level shall be considered a separate preparation, except that low and middle Social Studies, 7th and 8th grades, shall be considered one preparation. Low and middle Science, 7th and 8th grades, shall be considered the same preparation. Spanish 8 and Spanish 1 shall be considered the same preparation. French 8 and French 1 shall be considered the same preparation.

The designated office area shall include: teacher work desks and limited number of student desks. Students will be permitted to meet with a teacher in the designated office area for extra assistance during assigned study halls.

Only the student's classroom teacher or the teacher assigned to office hours may authorize a student to be released from study hall to go to the designated office area for assistance.

Procedures for the organization and implementation of the use of the designated office area shall be mutually agreed upon by the administration and association. No students may attend the designated offices prior to October 1st. Teachers with no students to work with on any given day will utilize the period as a preparation period.

ARTICLE 4

LEAVES OF ABSENCE FOR PERSONAL ILLNESS

1. Each Teacher shall be granted sick leave without loss of salary cumulative without limit in accordance with the following schedule for years of experience:
 - a. 0 - 10 12 days
 - b. 11 + 15 days
2. Sick leave shall be used only for personal illness, disability or illness in immediate family. Personal doctor's appointments occasioned by illness or disability are allowable as sick leave.
3. Any individual claiming sick leave pay must furnish the administrative office with a written signed statement of claim showing date absent and reason for absence immediately upon return to work after any absence.
4. A physician's certificate may be required to substantiate claim for sick leave -- quarantine, exclusions, hospitalization treatment. Whenever an absence from work extends beyond 20 working days, the Board may require such certificate at monthly intervals, until accumulated sick leave is used completely, to justify continuation of salary payments.
5. Absence for personal illness on the part of a regular teacher or regular substitute teacher occasioned by an accident in the line of duty shall be excused with pay and such absences shall not be deducted from the accumulated sick leave of the teacher. The District shall be reimbursed to the extent of the teacher's workers' compensation award, for lost wages and expenses paid for by the District on behalf of the teacher.

6. Absence due to the illness of a student or fellow staff member which might result in serious injury or illness potentially resulting in harm to a teacher's unborn infant (such as Fifth's disease, but not HIV related illnesses or "sick building syndrome") shall not, for the first ten (10) days of such absence, be deducted from the accumulated sick leave of the teacher provided there is verification, in writing, from the Teacher's physician setting forth the potential harm and validation from the school physician as to the possibility of such harm.

ARTICLE 5

TRANSFER OF SICK LEAVE

One-half of a teacher's accumulated sick leave may be credited to a teacher from an Oneida County school, up to a maximum of fifty (50) days, after one (1) complete year of service in Westmoreland.

ARTICLE 6

SICK LEAVE BANK

1. During the term of this agreement, a Sick Leave Bank will be established in an amount equal to four (4) days for each member of the bargaining unit; two (2) days will be contributed by each staff member and the balance will be contributed by the District. Even in the event that the bank has an adequate number of days, all employees who are eligible for the bank for the first time will be required to contribute two (2) days at the time they first join the bank. The District will match the two (2) days contribution at the same time. In the event contributions must be made during the course of the school year, and a teacher has five (5) or less days of accumulated sick days remaining, the contribution for such teacher shall be deferred until the next September.
2. For teachers hired after July 1, 1990, the following provisions will apply:
 - a. First year teachers will not be eligible to utilize the sick leave bank;
 - b. Second and third year teachers will only be able to utilize the number of days he or she had accumulated as of September 1, including the allotment of sick days for that school year.
3. Before any teacher is eligible to draw from the Sick Leave Bank, he or she must have:
 - a. exhausted accumulated sick leave; and

- b. had at least 25 school days or 34 calendar days pass since the first day of absence due to such illness, whether such days are paid through accumulated sick leave or not.
4. No teacher may draw upon the bank in excess of a maximum lifetime allotment of two hundred forty (240) days during the period of the teacher's employment with the District, irrespective of any service breaks. Further, no teacher may draw upon the bank in excess of one hundred twenty (120) days for any single illness. The teacher's physician shall certify whether the illness is the same or a different illness.
5. A teacher may not be terminated for physical disability until the teacher has been offered the opportunity to utilize the maximum number of days in the sick leave bank for which he or she is eligible.
6. At the expiration of the agreement, any balance on hand will be carried over to the successor agreement. In the event the bank is exhausted during the term of this agreement, the bank will be replenished as provided for in paragraph (1) above.

ARTICLE 7

PERSONAL LEAVE

1. Each teacher shall be allowed personal leave without loss of salary for a maximum of five (5) school days annually, non-cumulative from year to year, for such consideration as marriages, banking, legal business, illness in the family, religious holidays, graduation of children, taking children to and from college, or emergency situations not covered previously in this section. One (1) personal leave day may be used to attend the funeral of others not covered by the family definition given in Article 8, Bereavement Leave. Reason must be given for the use of such day.

Reasons must be given for personal leave for the day immediately preceding or immediately following a holiday period. Recreational, social and shopping activities are not valid reasons for personal leave. Such leave may be granted for those matters which cannot be handled outside of regular school hours and for extreme inconvenience and hardship.

In addition, in cases involving family illness, a teacher may use his or her sick leave days for this purpose. If it is found that a teacher has misused the personal day policy, his or her pay shall be deducted accordingly.

This provision is applicable to all personal leave days including the heretofore called "free day".

2. When, because of an emergency or other unusual situation, a teacher uses more than his or her allotted personal days, he or she may apply by letter to the Superintendent for an increased allocation of personal days.
3. Whenever possible, personal leave will be requested in writing and approved in advance by the Superintendent and arrangements made with the building principal to provide a substitute.
4. When personal leave is not approved in advance by the Superintendent, the teacher shall insure that the building principal is notified so that he or she may arrange for substitute coverage, and approval for the personal absence shall be requested in writing upon the teacher's return to school on the same form that is used to request advance approval for personal leave.
5. Unused personal leave shall be added to a teacher's accumulated sick leave.

ARTICLE 8

BEREAVEMENT LEAVE

Leaves of absence with pay may be granted to all employees not to exceed three (3) working days because of a death in the teacher's immediate family. Immediate family is defined as spouse, parent, grandparents, children, grandchildren, mother-in-law, father-in-law, brother(s) and sister(s) in law (including spouses), siblings, legal guardian, foster parent, or a close relative, including a foster child, who is an actual member of the teacher's household.

ARTICLE 9

JURY DUTY

1. Each teacher shall be allowed absences without loss of pay as required for jury service. Pay received for jury service, exclusive of any mileage allowance, shall be turned in to the business office of the school district.
2. Any teacher who is called for jury duty that would conflict with his or her teaching assignments, shall notify the Superintendent of the conflict as soon as possible. The District agrees to provide whatever necessary material is needed to support the teacher's request to be dismissed from the jury duty assignment.

ARTICLE 10

PROFESSIONAL LEAVE

1. Each Teacher shall be allowed, within budgetary limitations and upon advance approval of the Superintendent, professional leave without loss of salary for visiting days at other schools, or attendance at professional conferences, institutes, or other meetings.
2. The Westmoreland Teachers' Association shall be provided eight (8) days non-cumulative from year to year, for its representatives to attend, without loss of salary, professional meetings of interest to the Association. The Westmoreland Teachers' Association shall be provided with two (2) additional days for use in conjunction with the annual convention of the Teachers' Retirement System. If the two additional days are not used in conjunction with the convention of the Teachers' Retirement System, such day(s) shall be available for use by the Westmoreland Teachers' Association. All leaves under this paragraph although controlled by the Westmoreland Teachers' Association shall be cleared with the building principal so that he or she may arrange for substitute coverage.

ARTICLE 11

SABBATICAL LEAVE

1. Sabbatical leave may be granted to increase the quality of teaching and to gain enriching and broadening experiences. Major consideration shall be given to the benefits that will accrue to pupils and the community through the personal growth of the teacher receiving a sabbatical leave.
2. All applicants must have had at least seven (7) years of teaching experience in the District and be permanently certified in the area of their current employment.
3. A maximum of one per cent (1%) of the professional staff may be on sabbatical leave in any school year. In the event the professional staff is less than one hundred (100) people, then one (1) person will be eligible for sabbatical leave.
4. Sabbatical leave may be granted for one school year at one-half pay or one-half year at full pay for the period of leave.
5. Application forms for sabbatical leave shall be available in the Superintendent's office and must be submitted by March 1st of the school year preceding the year for which the leave is requested, to the Superintendent for transmittal with his or her recommendation to the Board of Education. The Board of Education shall notify the applicant of its approval or disapproval of the request by April 1st.

6. Salary while on sabbatical leave shall be based on the base salary, hours, and degree held that would have been received if the recipient were teaching in the District, and the teacher will retain all seniority and any additional benefits granted other teaching personnel upon return.
7. Salary upon return from sabbatical shall be based on the base salary, hours and degree held that would have been received had the teacher spent his or her sabbatical year teaching in the District.
8. While on sabbatical leave, a teacher may not undertake any endeavor that would interfere with the educational program outlined in his or her application.
9. In the event that two (2) or more applicants equally meet the requirements for a sabbatical leave, selection will be made giving priority to the applicant with the greater or greatest years of experience in the school district or if this is equal, the greater or greatest years of experience in education.
10. Any teacher granted sabbatical leave shall sign a declaration of intent to serve on the Westmoreland staff for at least two (2) years following the sabbatical.

ARTICLE 12

ACADEMIC LEAVE

1. A teacher may be granted academic leave of absence without pay for a maximum of two (2) years with the right to return to the District without loss of tenure. In special circumstances, the board may grant academic leave to a non-tenure teacher; in such cases, the probationary term shall be extended for a period equal to the time on academic leave and until the first June 30th or January 31st following the period of extension.
2. The purposes of academic leave are basically similar to those of sabbatical leave; rules and conditions for academic leave are stated below:
 - a. Application forms for an academic leave shall be available in the Superintendent's office. Applications must be submitted to the Superintendent by March 1st of the school year preceding the year for which the leave is requested. The Board of Education will notify the applicant of its action by April 1st of the same year.
 - b. Step placement on the salary schedule upon return from academic leave shall be determined by the number of years experience in or credited in the Westmoreland schools exclusive to the time on academic leave, except as provided for in paragraph c.

- c. If, in the determination of the Board of Education, the leave granted is of such nature as would justify an additional step on the salary schedule, the applicant will be so notified by April 1st, and step placement on the salary schedule upon return from academic leave shall be determined by the number of years experience in or credited in the Westmoreland schools inclusive of the time on academic leave.

ARTICLE 13

LEAVE FOR EXCHANGE OR FOREIGN TEACHING

1. A teacher may be granted leave of absence without pay for a maximum of two (2) years with the right to return to the District without loss of tenure for serving as a teacher in a foreign country. In special circumstances, the Board may grant leave to a non-tenure teacher; in such cases, the probationary term shall be extended for a period equal to the time on leave and until the first June 30th or January 31st following the period of extension.
2. Application forms for this leave shall be available in the Superintendent's office. Applications must be submitted to the Superintendent by March 1st preceding the year for which the leave is requested. Unless the leave is granted initially for two (2) years, a second application must be submitted for the second year in the same manner as for the initial application. The Board of Education will notify the applicant of its action by the April 1st following the March 1st submission of application.
3. Step placement upon the salary schedule upon return to Westmoreland shall be based on the base salary, hours, and degree held that would have been received had the teacher spent the time on leave teaching in the District.

ARTICLE 14

CHILD CARE LEAVE

1. Any teacher may request an unpaid Child Care Leave of absence of up to two (2) years duration (including accumulated sick leave). Such leave may begin at any time during the nine (9) months prior to the anticipated birth of the child. For the purposes of this clause, in cases of adoption, the date of custody shall be considered the date of birth, but unpaid leave cannot commence more than thirty (30) days prior to the date of custody. A thirty (30) day written notice is required except in cases of adoption when the teacher is not given thirty days notice prior to receiving custody of the child. In such cases, the teacher shall give the District as much notification as possible.

2. A teacher granted Child Care Leave shall be eligible for sick leave pay within her accumulated sick leave exclusively for those school work days that she is unable to work due to her physical disability, provided the utilization of such accumulated days begins while the teacher is in active service rather than on an unpaid leave. The teacher's attending physician must certify that her physical disability prevents her from working. Sick leave will be based upon that period of time as certified by said physician.
3. A teacher may return prior to the end of the unpaid leave of absence provided that the District has received forty-five (45) days written notification of a desire to return and such return is scheduled at the beginning of a semester. Additionally, a teacher on such leave may request an early return with fewer than 45 days notice and/or not at the beginning of a semester from the leave and shall provide justification in support of such request; the District shall have the right to grant or deny such request.
4. A teacher will not be given salary schedule credit for the period of time that he or she is on leave.

ARTICLE 15

MILITARY LEAVE

1. Teachers shall be entitled to leaves of absence without pay while engaged in the performance of military duty and must be reinstated after the termination of such military duty provided application for reinstatement is made within 90 days after termination of such military duty. Tenure teachers will maintain tenure while on military leave. Probationary teachers will have the probationary term extended for a period equal to the time on military leave and until the first June 30th or January 31st following the period of extension. The position of a teacher on military leave shall be filled only by the appointment of a regular substitute who acquires no rights to the position.
2. Upon termination of military service and reinstatement in the position as stated above, the teacher is entitled to the same rate of salary to which he or she would have been entitled had he or she been in continuous employment.
3. Military duty shall be defined to exclude voluntary service in excess of four (4) years performed after July 1, 1965, or the total of any voluntary service, additional or otherwise, in excess of four (4) years performed after that day, except where such voluntary service is performed during a period of war or national emergency declared by the President of the United States.
4. Any teacher who is a member of an organized militia or reserve force is entitled to leave for the duration of ordered military duty and shall receive salary for such leave for a maximum period of thirty (30) days.

ARTICLE 16

PEACE CORPS LEAVE

1. A teacher shall be entitled to a leave of absence without pay for two (2) years while serving in the Peace Corps with the right to return to the school district. Tenure teachers will retain tenure while on Peace Corps Leave. Probationary teachers will have the probationary term extended for a period equal to the time on Peace Corps Leave and until the first June 30th or January 31st following the period of extension.
2. Step placement on the salary schedule upon return from Peace Corps Leave shall be determined by the number of years experience in or credited in the Westmoreland schools inclusive of the time on Peace Corps Leave.

ARTICLE 17

HEALTH AND HARDSHIP LEAVE

1. Upon recommendation of the Superintendent, the Board of Education may permit a teacher a leave of absence without pay, not in excess of one year, for rest, restoration of health, or the alleviation of hardship including himself/herself or immediate family with a right to a return to the school district. Tenure teachers will retain tenure while on health and hardship leave. Probationary teachers will have the probationary term extended for a period equal to the time on health and hardship leave and until the first June 30th or January 31st following the period of extension.
2. Step placement on the salary schedule upon return from health and hardship leave shall be determined by the number of years experience in or credited in the Westmoreland schools exclusive of the time on health and hardship leave.

ARTICLE 18

PUBLIC OFFICE

1. A teacher elected to public office shall be entitled to a leave of absence without pay for a period of one term of office to which elected with the right to return to the school district. Tenure teachers will retain tenure while on leave of absence. Probationary teachers will have the probationary term extended for a period equal to the time on leave and until the first June 30th or January 31st following the period of extension.

2. Step placement on the salary schedule upon return from Public Office Leave shall be determined by the number of years experience in or credited in the Westmoreland schools exclusive of the time on Public Office Leave.

ARTICLE 19

GRIEVANCE PROCEDURES

Nothing contained herein will be construed as limiting the right of any teacher having a possible grievance or problem to discuss the matter informally with any appropriate member of the administration and having said matter informally adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this Agreement. Said adjustment is then binding upon the aggrieved party. In the event that any grievance is satisfactorily adjusted without formal determination pursuant to this procedure, said adjustment shall not create a precedent or ruling binding upon either of the parties to this Agreement in future proceedings.

1. Grievance shall be defined as any claimed violation, misinterpretation, or inequitable application of the negotiated agreement.
2. Each teacher shall have the right to present his or her grievance free from interference, coercion, restraint, discrimination, or reprisal. The teacher shall have the right to be represented at all stages; the representative may be designated by the teacher at the time the grievance is presented or at a later date.
3. Any teacher who claims to have a grievance shall present his or her grievance to his or her building principal, in writing, no later than fifteen (15) business days after the grievance occurs.
4. The building principal shall discuss the grievance with the teacher, shall make such investigation as he or she deems appropriate, and shall consult with the Superintendent to such extent as he or she deems appropriate.
5. Within five (5) business days after presentation of the grievance to him or her, the building principal shall make his or her decision and communicate the same, in writing, to the teacher presenting the grievance.
6. The teacher, represented by the Association, may within fifteen (15) business days appeal the decision of the building principal to the Superintendent. Such request shall be in writing and shall contain a statement setting forth the specific nature of the grievance, the expressed terms of the contract alleged to have been violated, misinterpreted, or inequitably applied and the facts relating to it.

7. The Superintendent shall hold a hearing and communicate, in writing, his or her decision to the teacher presenting the grievance and the Association within ten (10) business days after receipt of the written request of statement.
8. The teacher, represented by the Association, may within ten (10) business days thereafter appeal a determination of the Superintendent to the Board of Education and request a hearing with the Board of Education.
9. Any hearing is to be conducted by one or more members of the Board. If less than the full Board presides at such a hearing, the member or members conducting such hearing shall render a report thereon to the full Board of Education and the full Board thereon shall make its decision. The teacher and the Association shall appear at the hearing, and may present oral and written statements or arguments. The Board hearing, and its findings of fact, conclusions and decision thereon, shall be rendered within twenty five (25) business days after the filing of the teacher's appeal.
10. The Board shall send a copy of its decision to the teacher involved, the Association, the appropriate building principal, and to the Superintendent.
11. If the decision of the Board of Education is not satisfactory to both the aggrieved party and the Association, the Association may request in writing within ten (10) business days after such decision that the grievance be submitted to arbitration. An arbitrator shall be selected in accordance with the rules and regulations of the American Arbitration Association. A party shall have the right to select a second list. The arbitrator so selected shall confer with representatives of the Board and the Association and hold hearings promptly and will issue his or her decision as promptly as possible. The arbitrator's decision shall be in writing and will be final and binding upon the parties. The cost of the arbitrator shall be shared equally by both parties.
12. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
13. For the purpose of this Article the term "business day" shall be defined as any day when twelve month staff covered by the contract with the Westmoreland Non-Instructional Employees Service Organization (WNESO) are required to be in attendance.
14. The time limits specified for either party may be extended only by mutual consent.
15. **Election of Remedies.** This arbitration procedure is to be the sole and exclusive remedy. In the event a teacher elects to seek relief in any forum other than by means of this

contractual grievance procedure, for example New York State Division of Human Rights, EEOC, State or Federal Court, teacher tenure hearing, Appeal to Commissioner of Education; then, in such event, the teacher and the Association shall be deemed to have waived all or any rights to file a grievance hereunder. If a teacher files a grievance hereunder and subsequently submits the dispute to arbitration, then such teacher and the Association shall be barred from seeking relief, based upon the same facts and circumstances, in any other forum; it being the intention of the parties to limit a grievant to a determination before one neutral forum.

ARTICLE 20

DEPARTMENT CHAIRPERSONS (6-12). CURRICULUM CHAIRPERSONS (K-5). COMPUTER COORDINATORS, SPECIAL AREA COORDINATORS AND MUSIC AND FINE ARTS COORDINATOR

1. Department Chairpersons for grades 6 - 12 for science (including science and technology), social studies, mathematics, and languages (including English and foreign languages); Curriculum Chairpersons and Assistant Curriculum Chairpersons for grades K - 5 for language arts and reading, mathematics, science and social studies; Computer Coordinators in the elementary and secondary buildings; Special Area Coordinator (for business, health, home economics, library, physical education, and special education) for the secondary building; and a Coordinator of Music and Fine Arts (K-12) may be established by the Board of Education when, in the opinion of affected staff and the administration, a Chairperson or Coordinator is needed to carry out effectively the work of the District. To insure that matters of faculty-wide interest are promulgated to all teachers, both with and without established academic departments, the secondary principals shall establish a principal's cabinet consisting of all Chairpersons and Coordinators to meet with them as they consider necessary.
2. The Chairperson or Coordinator shall be a classroom teacher who is assigned special duties and responsibilities pertaining to his or her subject matter area and its relation to the complete school program. Thus the Chairperson or Coordinator plays the role of instructional leader and program coordinator. The Chairperson or Coordinator is directly responsible to building principals for the program carried out in the respective buildings.
3. The Employer reserves the right to appoint those teacher applicants for the position of Chairperson or Coordinator. The term of service for this position shall be for two (2) years.

Appointment of Chairperson or Coordinator shall be made on the basis of teaching performance and demonstrated qualities of leadership with consideration given to the following factors:

- a. Extent of graduate work in the field
- b. Permanent certification
- c. Years of experience
- d. Tenure
- e. Participation in program development

Appointments will be made by the Superintendent after consultation with the principal and interested staff members. Initial appointment to be made for two (2) years.

- 4. The duties and responsibilities of the various Chairpersons and Coordinators shall be set forth with greater particularity in the Job Description for each position contained within the administrative handbook. Changes to these job descriptions shall require mutual consent of the parties which shall not be unreasonably withheld.
- 5. When practical and within budgetary and space limitations, department chairpersons at the secondary level shall not be assigned study halls and shall not be assigned more than five (5) classes (except for the Secondary Computer Coordinator who may be given a sixth assignment if, in the opinion of the Superintendent a sixth assignment is necessary, in which case it shall, if possible, be a computer laboratory assignment; the Superintendent's determination shall be made only after consultation with the teacher and the principal and shall not be arbitrary.) and an attempt will be made to avoid assigning another teacher to use the chairperson's classroom.

NOTE: Curriculum Chairpersons at the elementary level and Coordinators are not included in the above. However, the elementary Computer Coordinator shall receive five (5) days per year release time (may be taken in full or half days). The elementary Computer Coordinator shall also be available after dismissal time twice a week for a half hour to meet with teachers.

- 6. Chairpersons and Coordinators shall be compensated for work performed during the school year. Compensation for Chairpersons (except the Assistant Curriculum Chairpersons who shall be paid at 3%) is determined by multiplying 6% times the salary plus 10% at Steps 5 - 9, Column B, of the Teachers' Salary Schedule for each year of the Agreement, rounded off to the nearest \$5. Placement on step shall be in accordance with years of experience in the position. Summer work shall be scheduled at the sole discretion of the Principal. The compensation for summer work shall be at the rate established for summer curriculum work.
- 7. (a) A committee comprised of the Chairpersons and Coordinators and the respective Building Principals shall be established to modify the Chairpersons and Coordinators roles to make them more effective in dealing with improvements in the area of responsibility. Areas to be examined would include lessening of non-educational duties (i.e.: paperwork) and strengthening the educational roles - methods of instruction, training and other curriculum needs. This committee could recommend

in-service as a part of the modified role and could recommend a minimum number of hours to be presented without additional stipend.

- (b) Recommendations of the committee shall be submitted to the Superintendent and the Association's Executive Council for approval.
- (c) The Chairpersons and Coordinators shall have responsibility of incorporating into regular monthly departmental meeting agendas topics aimed at educational and instructional improvement. This shall include the presentation to Department members of training on related curriculum or instructional practices. Reports shall be filed as required in the job descriptions.

ARTICLE 21

FACULTY AND STUDENT SCHEDULE CHANGES AND ASSIGNMENTS

1. Building principals will, assuming availability of faculty members, discuss in advance proposed schedule changes or assignment changes for faculty members with the faculty member involved, and in the case of the high school with department chairpersons if one is assigned. Final responsibility for schedules and assignments remain the responsibility of the Superintendent acting through the building principals. Building principals will, whenever possible, discuss proposed schedule changes or assignment changes for students with the faculty member involved, and in the case of the high school with department chairperson if one is assigned. Final responsibility for schedules and assignments remain the responsibility of the Superintendent acting through the building principals.
2. Teachers shall receive notification of their assignments for the ensuing school year, including grades and/or subjects, in writing, by June 15th or as early as practicable.
3. In making teaching assignments, the convenience and wishes of the teacher will be given consideration unless they conflict with the instructional requirements of the school system.

ARTICLE 22

TRANSFERS - VOLUNTARY

1. In cases where a vacancy is to be filled at the outset of the semester, teachers certified in the vacancy area, currently employed, will be given the opportunity to bid on such vacancies provided that they apply within the ten (10) day posting period.

2. Ability and qualifications being substantially equal as determined by the District, the applicant with the greatest length of continuous service in the school system will be selected for the position.

ARTICLE 23

COMMITTEE MEETINGS

A. Advisory Committee

1. A Committee of no more than five (5) teachers appointed by the Association shall meet regularly with Administrators appointed by the Superintendent to study and make recommendations upon issues regarding Teacher Responsibilities and Duties in accordance with the Letter of Intent attached to this Agreement.
2. This Committee shall not restrict the administration in working with the entire faculty, faculty groups, or individuals to study or resolve routine or special school matters.

B. Monthly Meetings

1. Throughout the first semester, the building principal or his or her assignee will meet monthly with the Association's designee(s) (no more than two (2) designees from each side) for discussion of matters of mutual concern. The proposed agenda will be delivered to building principal at least forty-eight (48) hours prior to the meeting.
2. Failure by the Chief School Administrator to consider to adopt any such recommendation shall not be grievable hereunder unless there has been an actual violation, misinterpretation or misapplication of an express term of this Agreement.

ARTICLE 24

PROGRESSIVE SECURITY

3. It is recognized that the District has the right and responsibility for the supervision, evaluation and discipline of all teachers in its employ. The purpose of this provision is to provide a fair and equitable means for reviewing District actions related to the denial of tenure, discharge, dismissal or discipline of said teachers. Accordingly, the following procedure shall apply:
 - a. During a teacher's first year of employment in the Westmoreland Central Schools, applicable provisions of the Education Law shall be the sole basis for review

respecting any District action pertaining to the scope of the said teacher's employment.

- b. When the Superintendent recommends to the Board of Education denial of tenure to, dismissal of, or other disciplinary action respecting a teacher with more than one full year of service, said teacher shall, upon request, and within ten (10) days thereafter be furnished a written statement giving the reasons for such action; if requested in writing within five (5) days thereafter, the teacher shall have the right to a hearing, within twenty (20) days, in executive session before the Board of Education. The Board of Education shall make its decision, regarding termination, based upon the reasons set forth by the Superintendent as specified in writing and the facts contained in the teacher's personnel file. However, in extenuating circumstances facts not contained in the file may be introduced if reasonable cause can be demonstrated as to their absence therefrom. The teacher shall be notified in writing of the Board's decision within ten (10) days following the hearing. Such notification shall include the facts and reasons upon which the decision was based.
- c. District action respecting first or second year teachers shall be reviewable as provided in paragraphs (a) and (b) above.
- d. Starting the third school year of employment and at all times thereafter, no teacher shall be disciplined, dismissed, reprimanded, reduced in rank or compensation except for reasonable and just cause.

ARTICLE 25

NEGATIVE EVALUATION

Any negative observations or evaluations shall be disclosed to the teacher in writing with accompanying suggestions for improvements.

ARTICLE 26

PERSONNEL FILE

- 1. There shall be one official file maintained in the central administrative office.
- 2. Teachers shall have the right to review their file, exclusive of pre-employment recommendations and other similar pre-employment confidential information. Copies of other material may be made at the cost of the teacher. The file shall not be removed from the office by the teacher or his or her representative.

3. A teacher has the right to attach rebuttal comments to anything placed in the file.
4. All derogatory documents which are placed in the official file shall be so placed within forty-five (45) calendar days following the incident reported on, or within forty-five (45) calendar days following the time it became known to the Chief School Administrator, and new information regarding the initial incident which is to be added to the file shall be so placed within forty-five (45) calendar days of receipt of said information.
5. Copies of all derogatory documents will be sent to the teacher involved within ten (10) business days of placement in the file.

ARTICLE 27

PROCEDURES FOR WITHHOLDING TEACHER ADVANCEMENT ON SALARY SCHEDULE

1. No unsatisfactory evaluation rating shall be given unless three (3) separate observations of approximately one (1) instructional period each have been conducted. Following the third observation, the teacher's signature will be obtained indicating understanding that three (3) observations have been made.
2. For a teacher to be held at the same step on the salary schedule, he or she must have received an initial unsatisfactory evaluation by November 30th and a second unsatisfactory evaluation no later than three (3) months, and no sooner than one (1) month, following the initial evaluation.
3. Following the initial evaluation rating of unsatisfactory, the building principal shall furnish in writing a list of suggested steps for improvement to the teacher. If the second evaluation rating is satisfactory, no further action shall be taken.
4. If the second required evaluation is unsatisfactory, the teacher may request that a committee be formed to review his or her rating. Failure to request, within five (5) business days, a committee review shall be interpreted as acceptance of the rating. This shall result in the teacher being held on the same step of the salary schedule (in effect for the following year) that he or she is on during the year of unsatisfactory evaluations.
5. The committee shall be composed of three (3) teachers; one (1) member chosen by the Westmoreland Teachers' Association, one (1) by the school administrators, and the third by the other two (2). If the first two (2) members cannot agree on the third member, the Westmoreland Teachers' Association and the administrators shall choose another person. These two (2) members shall then choose the third member.

6. The function of this committee shall be to review the administrator's evaluation rating of the teacher involved. They shall be guided by the evaluation forms and procedures currently in effect. The committee shall have access to the administrator's evaluation ratings and discuss the situation with him or her and with the teacher. They shall make as many classroom observations as they consider profitable. The administration shall provide committee members with time to make these observations by securing someone to cover their teaching duties when necessary -- a maximum of six (6) instructional periods. If more time is needed, it may be requested from the Superintendent. Upon completion of their investigation, the committee shall, in conclusion, agree or disagree with the administrative evaluation of unsatisfactory.
7. The majority vote of this committee, if formed, is required to withhold a teacher's advancement on the salary schedule.
8. The decision of this committee is binding on all persons involved.

ARTICLE 28

HEALTH INSURANCE

1. The District guarantees to provide health insurance to the employees covered by this Agreement at the level of benefits provided by the Madison-Oneida-Herkimer Health Consortium effective February 1, 1984. At the present time the District has elected to provide such benefits through the Prudential Insurance Company. A copy of said Plan's benefit booklet is available through the Business Office and is incorporated by reference herein.
2. Claim confidentiality, conversion rights and employees grievance procedures regarding benefits payable or coverage provided shall be as set forth in the Prudential Plan Booklet, or such other plan provider as contracts with the District to provide such coverage.
3. During the term of this Agreement the District shall pay 95% of the individual premium for employees and current retirees enrolled in the health insurance program as well as 85% of the dependent's premium, if applicable. Teachers who retire must have at least twenty (20)² years of service in the District to be so eligible while retired.

² Any teacher employed as of July 1, 1996 who, upon retirement in accordance with the rules of the New York State Teachers Retirement System, has more than fifteen (15) years of service with the District, but less than twenty (20) years of service with the District, shall be eligible for District payment of health insurance premiums in accordance with the rates of contribution set forth above.

4. The District shall continue to pay, in full, all Medicare contributions for employees who have retired, or will retire, on or before June 30, 1997. For any employee retiring on or after July 1, 1997 the District shall pay up to \$50 per month plus 50% of any monthly premium in excess of \$50 for each retiree and his/her spouse; the remaining 50% in excess of \$50 shall be borne by the retiree.
5. Any employee or retiree desiring to grieve an alleged failure to provide the level of benefits required under Paragraph 1 hereof, through the arbitration step as provided in the Grievance Procedure of Article 19 hereof, must first exhaust the Plan's administrative remedies available under the Plan's Grievance Procedures.
6. The District may change specific health insurance carriers during the terms of this Agreement or it may self insure, provided it maintains the level of benefits required under Paragraph 1., hereof. Prior to any change the District shall meet with the Association and review the new plan in order to give the Association an opportunity to respond to and ask questions about the new carrier.
7. The District shall pay, on or about June 30th, the sum of \$500 for any employee who elects to "opt out" of the health insurance program for the full school year. Any employee who it opts out" for less than the full school year shall have this payment pro-rated based on the time in which he or she opts out of the plan. Any employee who has elected to opt out from coverage may rejoin the program immediately, without being subjected to any pre-existing conditions exclusions, upon any of the following events occurring:
 - i. Death of covered spouse;
 - ii. Divorce; or
 - iii. Loss of spouse's coverage for any other reason.

In the event that the employee elects to rejoin the program at any other time, such employee will be limited to rejoining during the window periods set forth by the Plan.

Under no circumstances will an employee who has opted out from the health insurance program under the provisions of this section suffer any loss of health insurance coverage upon re-entry into the health insurance program.

Nothing contained herein shall preclude the employee who has elected to "opt out" of the program to rejoin the health insurance program and carry such health insurance benefits into retirement the same as if such employee had maintained active status in the health insurance program for the period in which he or she elected to opt out from coverage.

8. This Article is subject to mandatory expedited thirty (30) day arbitration procedure.

ARTICLE 29

DENTAL PLAN

1. **Dental Insurance.** The Board of Education will pay up to \$10.15 per month of the cost of individual coverage at the level of benefits provided by the Madison-Oneida-Herkimer Consortium Dental Plan with Enhancement "B", effective January 1, 1993, through the Prudential Insurance Company, for employees who are eligible for membership in the health insurance program.
2. Retirees are eligible for such dental insurance, if any, as may be furnished under the basic health insurance plan (Article 28). In the event a separate identifiable premium is charged for such basic dental plan, retirees will be notified and dropped from basic dental coverage unless they elect to pay the premiums thereof. Further, teachers retiring on or after July 1, 1990 may elect to continue the enhanced dental benefit but must pay the full premium of such benefit.
3. If for any reason the carrier increases the above premium rates during the life of this Agreement, the additional cost of such increase shall be borne by the enrolled teacher.
4. A change in carrier shall require mutual consent of the parties which shall not be unreasonably withheld.

ARTICLE 30

FLEXIBLE SPENDING PROGRAM

The district shall establish a flexible spending plan pursuant to the IRS regulations. Such plan shall be administered by a plan administrator mutually agreed upon between the District and all bargaining units. The plan's operating procedures shall be jointly determined by the parties. This plan may be utilized for premium payments, dependent care, and unreimbursed medical expenses. The monthly costs for the program, other than costs associated with health and/or dental insurance premium payments which shall be borne by the District, shall be borne by the enrolled employee.

ARTICLE 31

PAYROLL DEDUCTIONS

1. The following payroll deductions shall be made when specifically requested by a teacher or by a teacher and teacher organization on forms provided by the Board of Education:

- a. Professional dues for the Westmoreland Teachers' Association and its affiliates.
- b. Tax sheltered annuities for all companies.³
- c. Teachers' contributions to the New York State Teachers' Retirement System.
- d. Teachers' share of Federal Insurance Contributions Act.
- e. Teachers' withholding, both New York State and Federal.
- f. Teachers' repayment of loans from the New York State Teachers' Retirement System.
- g. Credit Union.
- h. United States Bonds.
- i. Teachers' share, if any, of District health and dental insurance premiums.
- j. United Way.
- k. NYSUT Benefit Trust.
- l. Electronic Payroll Deposit to any local area bank.

ARTICLE 32

TEACHERS' RESPONSIBILITIES AND DUTIES

The statements that follow delineating teachers' responsibilities and duties, although not necessarily all-inclusive, are those that teachers shall meet. Items 3, 4, 8, 10 and 11 shall not preclude the use of teacher aides within budgetary limitations, or within the restrictions imposed by the state statutes and regulations of the Commissioner of Education. The use of teacher aides shall not, however, change teachers' ultimate responsibilities for the proper performance of duties performed by aides when provided.

1. **Lesson Planning** - Teachers must prepare plans each week, and revise them as necessary, as a guide for their own planning and for substitute use if needed. Teachers must have long

³There shall be a maximum of 15 companies who shall be entitled to do business with the District. As of October 1, 1993 there are presently 12. If there are 15 companies, no new company shall be permitted to have a deduction made for a tax sheltered annuity until one of the existing 15 companies no longer has a client who is having such a deduction.

range plans for the year, and adjust them as appropriate, as an outline of what they hope to accomplish with the particular grade or class. The format of the lesson plans should be chosen by teachers to suit their own preference. Teachers shall not be required to hand in such weekly lesson plans.

2. **Classroom Instruction** - This is the major responsibility of teachers and is included to make this definition of teachers' responsibilities and duties more complete.
3. **Classroom Testing and Correction** - Standardized tests of intelligence and achievement may be machine scored if a budgetary appropriation has been made for this purpose.
4. **Homework** - Judicious use of homework assignments is an essential part of the teaching-learning process. All homework should be corrected and returned. (Coordination of homework assignments should take place between departments.)
5. **Student Problems** - Regardless of the kind and amount of special assistance, all teachers have responsibilities to identify, refer and follow up special student problems including physical, emotional, social or academic problems.
6. **Discipline** - Each teacher has the responsibility for own classroom discipline. All teachers have a responsibility to contribute to establishment and maintenance of school discipline.
7. **Parent Conferences** - (Afternoon and evening if scheduled for an entire school) Teachers have a responsibility to initiate parent conferences when such conferences would be of benefit and to respond to parental requests for conferences.
8. **Records** - Maintenance of required school records including attendance registers, student permanent records, guidance folders, report cards, is mandatory.
9. **Reports** - Completion and submission of required state and school district reports and forms. Local reports and forms will be essential information only.
10. **Classroom and Physical Environment** - This includes classroom arrangement and maintenance of room neatness; care of furniture and equipment; arrangement of bookshelves and storage cabinets; and proper use of displays and bulletin boards.
11. **Supervision** - Playground, cafeteria and other supervision as required. In order to insure student safety and proper behavior, the school is responsible for providing supervision for all students' group activities. Classroom teachers working in the elementary school shall not be assigned supervisory duties on the playground or in the cafeteria. Teachers should utilize the time created by the abolition of recess supervision for additional planning, which would include in addition to regular planning, grade level planning meetings, and curriculum review.

12. **Faculty Meeting** - Attendance and participation in regular and special faculty, small group, and departmental meetings which are necessary for proper dissemination and exchange of information among teachers and administrators.
13. **In-Service Training** - Participation in programs of in-service education cooperatively developed by teachers, department heads, and administrators is essential. Building principals are responsible with their faculties to develop in-service programs for new teachers for orientation prior to and during the school year to familiarize them with District policies and procedures.
14. **Evaluation** - Development, with administration, of standards, procedures, and forms for teacher evaluation.
15. **Extra-curricular Activities** - Attendance and participation in special school activities that are direct responsibilities of teachers such as open houses, plays, etc.
16. **Chaperon Duties** - Chaperon duties are connected with special and general school responsibilities.
17. **Special Requirements** - School attendance one (1) day prior to school opening and attendance subsequent to school closing as necessary to complete any required end-of-year activities. The time required after school closes will vary, but all required end-of-school activities should be done, if possible, outside of school hours in order to help insure that the optimum number of school days is used for instruction. During the last week of the school year, the District shall make every effort to provide two one-half days where teacher(s) may have their classroom/supervisory duties relieved from them to assist in completing the end of the year requirements. Additionally, elementary teachers may work, with the approval of the building principal, to arrange end of the year activities to allow some teacher(s) to be alleviated of certain supervisory responsibilities to take care of end of the year requirements.
18. **School Hours** - Secondary teachers shall arrive one-half (1/2) hour before the end of homeroom period and elementary teachers shall arrive one-half (1/2) hour before the beginning of the first class. Teachers are required to remain fifteen (15) minutes after pupil attendance or after the buses leave, whichever is later.
19. **Advisors** - Shall be present at all functions and activities for which they have agreed to be advisors. Any exception to this can be only with prior permission of building principal or Superintendent.

ARTICLE 33

CALENDAR

1. The administration, in consultation with a calendar committee of the faculty, shall develop the succeeding year's school calendar to submit to the Board of Education for approval. Such mutual consultation should develop the most educationally meaningful calendar possible (avoiding inopportune single days off, excessive periods without a break or too frequent vacations).
2. All unused emergency days in excess of 181 days shall be used as vacation days. The date(s) of such day(s) will be established at the sole discretion of the Superintendent by April 1st of each school year, after consultation with the Association's Calendar Committee. If the 181st day is not required as an emergency closing day, the Superintendent shall have sole discretion as to the use of such day.

ARTICLE 34

SUPERINTENDENT'S WORKSHOPS

There shall be two (2) days set aside in the school calendar for Superintendent's workshops. Programs for these two (2) days shall be developed by administration in consultation with faculty.

ARTICLE 35

ACADEMIC FREEDOM

1. The maintenance of a climate of intellectual freedom is fundamental to the preservation of the learning process in a democratic system and to living in a world of ever increasing complexity. Decisions concerning potential or actual infringements on intellectual freedom can best be made by open communication among all school district personnel. The quality of teaching depends upon the individual teacher's freedom to make classroom decisions (within the broad frame work of state statutes, Board of Education policy, and administrative regulations) which can best develop individual student talents.
2. The professional staff shall be involved by the administration in determining (for recommendation to the Board of Education) the curriculum, its objectives, and its content.
3. The parties affirm that in accordance with the laws of the state, a teacher's religious, political, social and economic beliefs shall not be cause for dismissal provided they do not interfere with responsibilities as a teacher and his or her professional integrity.

4. Controversial teaching material shall not be withheld from a teacher without providing the teacher reasons therefor and without providing the teacher the opportunity to express thoughts on the material prior to the decision.
5. The public school teacher is a citizen, a member of a profession, and a professional employee. When he or she speaks or writes as a citizen, he or she shall be free from institutional censorship or discipline. However, his or her special position in the community imposes special obligations. As a person of learning and a member of the teaching profession, he or she should remember that the public may judge his or her profession and institution by utterances. Hence, he or she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and make every effort to indicate that he or she is not an institutional spokesman.

ARTICLE 36

CODE OF ETHICS

The Westmoreland Teachers' Association has adopted the code of ethics of the New York State United Teachers. The Westmoreland Board of Education has adopted the code of ethics of the New York State Boards' Association.

ARTICLE 37

ASSOCIATION RIGHTS

1. **Copies of Board Agenda** - Six (6) copies of the agenda for each regular monthly board meeting will be available to the Westmoreland Teachers' Association from the Superintendent by the Friday preceding the Tuesday meeting if the agenda has been prepared and sent to board members.

Copies of Minutes - The Association secretary shall be provided with sufficient copies of the approved minutes of the regular monthly board meetings so that one (1) copy is available for each school building and the Association's files. (3 copies)

Copies of Policies - Copies of the Board of Education policies will be placed in each faculty room. Two (2) additional copies will be available to the Westmoreland Teachers' Association.
2. **Association Business** - Association President or designee may use his or her lunch and unassigned periods to conduct Association business, which may necessitate leaving the

building, providing it in no way interferes with his or her educational duties. The President or designee will notify building principal as to his or her destination. If, in the discretion of the building principal, such activity will interfere with the Association President or his or her designee's educational duties, the principal may direct him or her to remain in the building.

3. **Facilities and Equipment** - The Association shall have the use of the following facilities and equipment:
 - a. Use of school buildings for official Association meetings at least once per month. The Association to bear additional custodian costs, if any.
 - b. Use of teacher mail boxes and teachers' room bulletin board for official Association communications.
 - c. Use of District duplicating and audio visual equipment on a reasonable basis.
4. The Association shall be part of the new teacher and staff orientation meetings and shall not schedule further Association meetings during the work day.
5. **Representation at Meeting** - Any teacher, at his or her request, shall have the right to be accompanied by a representative of the Association at any official meeting with a member of the administration or the Board which involves disciplinary action.

If, during the course of any meeting between a teacher and an administrator, matters of a disciplinary nature evolve, and the teacher deems it necessary to have an Association representative present, the teacher may request a postponement of further discussion until such representative is present, such meeting to be rescheduled within five (5) school days.

ARTICLE 38

DISTRIBUTION OF AGREEMENT

1. Copies of the Agreement shall be provided to each of the following by the Board, at Board expense:
 - a. To each teacher on the staff within three (3) weeks or as soon as possible after the Agreement has been ratified.
 - b. To the President of the Westmoreland Teachers' Association, fifteen (15) copies for use of the Westmoreland Teachers' Association.
 - c. To each new teacher at the time he or she is hired.

ARTICLE 39

REIMBURSEMENT

1. The District shall reimburse teachers in accordance with insured limits for the reasonable value of any clothing or other personal property damaged or destroyed while the teacher was acting in the discharge of his or her duties within the scope of his or her employment. Claims shall be submitted promptly to the Superintendent, who may require reasonable verification. It is understood that the District shall provide a maximum of \$2000 per year for this purpose.
2. There shall not be double recovery for the same item; a teacher shall be required to exhaust any applicable insurance coverage before submitting a claim hereunder.
3. The following shall be the maximum limits in any one instance:

Dentures	\$500
Contact Lenses	200
Eyeglasses	50
Hearing Aids	200
Clothing	100
Car Vandalism	100

ARTICLE 40

RETIREMENT AWARD

1. Any teacher who retires under the New York State Teachers Retirement Plan, and who possesses or will possess as of the effective date of retirement:
 - a. At least fifteen (15) years of service in the Westmoreland Central School District, and
 - b. A minimum of fifty (50) accumulated sick days (seventy-five (75) accumulated sick days for persons hired after July 1, 1980),

shall be entitled to a Retirement Award in the amount of Forty-Five Dollars (\$45.00) per day for the Retiring Teacher's total number of accumulated sick days to and including a maximum of three hundred (300) days.

2. Such award shall be paid to the retiring teacher in a lump sum on or about the date of the teacher's retirement. In the event of the death of a teacher prior to retirement, the award shall be payable to designated beneficiary or to estate.
3. A teacher who plans to retire and receive the Retirement Award must notify the Superintendent, in writing, of such intent to retire no less than four (4) months prior to effective date of retirement. Such notice may be waived by the Superintendent in the event of unforeseen circumstances such as illness.

ARTICLE 41

REPRISAL

There shall be no reprisals taken against full- or part-time teachers of the Westmoreland Central School District, nor shall they be dismissed, reduced in compensation or rank, have their job abolished or eliminated, or in any way be adversely affected by actions of the District, its agents, representatives or anyone acting in its behalf as a result of said teacher's participation in organizational activities. It is further agreed that neither the Association nor any member thereof shall take any act of reprisal or otherwise harass or discriminate against any full- or part-time teacher because of said teacher's non-participation in said Association job action or other activities. It is understood that any act of reprisal taken shall be cause for dismissal after one (1) written warning. Nothing herein contained shall be construed as preventing the District from effecting required adjustments in the educational program.

ARTICLE 42

EXTRA DUTY SCHEDULE

A. Coaches

The Extra Duty Pay schedule rates for coaches are arrived at for each school year by multiplying the percentage factor shown for each Extra Duty times the Salary plus 10% at Steps 5 through 9, Column B, of the Teachers' Salary Schedule for each year of the Agreement. Resulting salaries are rounded off to the nearest Five Dollars (\$5.00). Placement on step shall be in accordance with years of experience in the position.

Payment shall be made at the conclusion of the regular season for any full-time staff member who serves as a coach, regardless of whether such team has qualified for post-season play. For any coach who is not a full-time staff member, payment shall be made when the coach has completed all duties related to his coaching position.

1996-97 School Year

<u>Activity</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Baseball</u>						
Varsity	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Junior High Modified	4.5	1,405	1,450	1,500	1,550	1,595
Junior Varsity	5.0	1,560	1,615	1,665	1,720	1,775
<u>Boys' Basketball</u>						
Varsity	9.0	\$2,810	\$2,905	\$3,000	\$3,095	\$3,190
Junior Varsity	7.5	2,340	2,420	2,500	2,580	2,660
Freshman	4.5	1,405	1,450	1,500	1,550	1,595
<u>Football</u>						
Varsity	9.0	\$2,810	\$2,905	\$3,000	\$3,095	\$3,190
Assistant Varsity (2)	5.8	1,810	1,870	1,935	1,995	2,055
Junior High School Modified	4.5	1,405	1,450	1,500	1,550	1,595
Assistant Junior High Modified	4.0	1,250	1,290	1,335	1,375	1,420
<u>Cross Country</u>						
Coach	7.0	\$2,185	\$2,260	\$2,335	\$2,410	\$2,485
<u>Golf</u>						
Coach	4.5	\$1,405	\$1,450	\$1,500	\$1,550	\$1,595
<u>Boys' Soccer</u>						
Varsity	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Junior Varsity	5.0	1,560	1,615	1,665	1,720	1,775
Modified	4.5	1,405	1,450	1,500	1,550	1,595
<u>Boys Track</u>						
Varsity	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Boys/Girls Asst.	6.0	1,870	1,935	2,000	2,065	2,130
Junior High School Modified	4.5	1,405	1,450	1,500	1,550	1,595
<u>Wrestling</u>						
Varsity	9.0	\$2,810	\$2,905	\$3,000	\$3,095	\$3,190
Junior High Modified	4.5	1,405	1,450	1,500	1,550	1,595
<u>Girls' Soccer</u>						
Varsity	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Junior Varsity	5.0	1,560	1,615	1,665	1,720	1,775
Modified	4.5	1,405	1,450	1,500	1,550	1,595

Boys' Volleyball

Varsity	7.5	\$2,340	\$2,420	\$2,500	\$2,580	\$2,660
Junior Varsity	6.0	1,870	1,935	2,000	2,065	2,130

Girls' Volleyball

Varsity	7.5	\$2,340	\$2,420	\$2,500	\$2,580	\$2,660
Junior Varsity	6.0	1,870	1,935	2,000	2,065	2,130
Modified	4.5	1,405	1,450	1,500	1,550	1,595

Girls' Softball

Coach	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Junior Varsity	5.0	1,560	1,615	1,665	1,720	1,775

Girls' Track

Varsity	6.0	\$1,870	\$1,935	\$2,000	\$2,065	\$2,130
Junior High Modifieds	4.5	1,405	1,450	1,500	1,550	1,595

Girls' Basketball

Varsity	9.0	\$2,810	\$2,905	\$3,000	\$3,095	\$3,190
Junior Varsity	7.5	2,340	2,420	2,500	2,580	2,660
Junior High Modified	4.5	1,405	1,450	1,500	1,550	1,595

Tennis

Boys	7.0	\$2,185	\$2,260	\$2,335	\$2,410	\$2,485
Girls	7.0	2,185	2,260	2,335	2,410	2,485

Intramurals

Hourly Rate	0.07	\$21.85	\$22.60	\$23.35	\$24.10	\$24.85
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Club Advisors

	<u>%Factor</u>	<u>Salary</u>
Senior Class	3.9	\$1,215
Senior Class	3.9	1,215
Junior Class	3.3	1,030
Junior Class	3.3	1,030
Sophomore Class	1.5	470
Sophomore Class	1.5	470
Freshman Class	1.0	315
Freshman Class	1.0	315
8th Grade Class	1.0	315
7th Grade Class	1.0	315
6th Grade Class	1.0	315
Student Council	4.5	1,405
Student Council Assistant	2.9	905

Yearbook	4.8	1,500
Yearbook-Business Manager	2.5	780
Elementary Yearbook	2.4	750
Drama Club	1.9	595
Drama Club-Play #1	3.9	1,215
FTA	2.0	625
FHA	1.9	595
FSC	1.9	595
Math Club	1.9	595
Forensics	1.9	595
Cheerleaders-Fall	4.2	1,310
Cheerleaders-Spring	4.4	1,375
Health Club	1.9	595
Newspaper	3.3	1,030
National Honor Society	1.9	595
UN Club	1.9	595
Jazz Club II	2.9	905
Ski Club	1.0	315
SADD	1.9	595
Kids On Block	1.9	595
Bowling Club	1.9	595
Spanish Club	1.9	595
Stamp Club (Elementary)	1.9	595
Chess Club (Elementary)	1.9	595
Middle School SC	1.9	595
Builders Club	1.9	595
Key Club	1.9	595
Middle School Computer	1.0	315
Technology Club	1.9	595

<u>Other Stipends</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Marching Band	9.0	\$2,810	\$2,905	\$3,000	\$3,095	\$3,190
Assistant Marching Band	4.5	1,405	1,450	1,500	1,550	1,595
Assistant Color Guard	2.9	905	935	965	1,000	1,030
Color Guard	2.9	905	935	965	1,000	1,030
Department Chairs	6.0	1,870	1,935	2,000	2,065	2,130
K-5 Curriculum Chairs	6.0	1,870	1,935	2,000	2,065	2,130
Assistant Chairs	3.0	935	970	1,000	1,030	1,065
Computer Coordinator	6.0	1,870	1,935	2,000	2,065	2,130
Special Area Coordinator	6.0	1,870	1,935	2,000	2,065	2,130
K-12 Fine Arts Coordinator	6.0	1,870	1,935	2,000	2,065	2,130
K-5 Social Studies Coordinator	6.0	1,870	1,935	2,000	2,065	2,130

1997-98 School Year

<u>Activity</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Baseball</u>						
Varsity	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Junior High Modified	4.5	1,410	1,460	1,510	1,555	1,605
Junior Varsity	5.0	1,570	1,620	1,675	1,730	1,780
<u>Boys' Basketball</u>						
Varsity	9.0	\$2,825	\$2,920	\$3,015	\$3,110	\$3,210
Junior Varsity	7.5	2,350	2,435	2,515	2,595	2,675
Freshman	4.5	1,410	1,460	1,510	1,555	1,605
<u>Football</u>						
Varsity	9.0	\$2,825	\$2,920	\$3,015	\$3,110	\$3,210
Assistant Varsity (2)	5.8	1,820	1,880	1,945	2,005	2,070
Junior High School Modified	4.5	1,410	1,460	1,510	1,555	1,605
Assistant Junior High Modified	4.0	1,255	1,295	1,340	1,385	1,425
<u>Cross Country</u>						
Coach	7.0	\$2,195	\$2,270	\$2,345	\$2,420	\$2,495
<u>Golf</u>						
Coach	4.5	\$1,410	\$1,460	\$1,510	\$1,555	\$1,605
<u>Boys' Soccer</u>						
Varsity	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Junior Varsity	5.0	1,570	1,620	1,675	1,730	1,780
Modified	4.5	1,410	1,460	1,510	1,555	1,605
<u>Boys Track</u>						
Varsity	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Boys/Girls Asst.	6.0	1,880	1,945	2,010	2,075	2,140
Junior High School Modified	4.5	1,410	1,460	1,510	1,555	1,605
<u>Wrestling</u>						
Varsity	9.0	\$2,825	\$2,920	\$3,015	\$3,110	\$3,210
Junior High Modified	4.5	1,410	1,460	1,510	1,555	1,605
<u>Girls' Soccer</u>						
Varsity	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Junior Varsity	5.0	1,570	1,620	1,675	1,730	1,780
Modified	4.5	1,410	1,460	1,510	1,555	1,605

Boys' Volleyball

Varsity	7.5	\$2,350	\$2,435	\$2,515	\$2,595	\$2,675
Junior Varsity	6.0	1,880	1,945	2,010	2,075	2,140

Girls' Volleyball

Varsity	7.5	\$2,350	\$2,435	\$2,515	\$2,595	\$2,675
Junior Varsity	6.0	1,880	1,945	2,010	2,075	2,140
Modified	4.5	1,410	1,460	1,510	1,555	1,605

Girls' Softball

Coach	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Junior Varsity	5.0	1,570	1,620	1,675	1,730	1,780

Girls' Track

Varsity	6.0	\$1,880	\$1,945	\$2,010	\$2,075	\$2,140
Junior High Modifieds	4.5	1,410	1,460	1,510	1,555	1,605

Girls' Basketball

Varsity	9.0	\$2,815	\$2,910	\$3,005	\$3,100	\$3,200
Junior Varsity	7.5	2,350	2,435	2,515	2,595	2,675
Junior High Modified	4.5	1,410	1,460	1,510	1,555	1,605

Tennis

Boys	7.0	\$2,195	\$2,270	\$2,345	\$2,420	\$2,495
Girls	7.0	2,195	2,270	2,345	2,420	2,495

Intramurals

Hourly Rate	0.07	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95
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Club Advisors

	<u>%Factor</u>	<u>Salary</u>
Senior Class	3.9	\$1,225
Senior Class	3.9	1,225
Junior Class	3.3	1,035
Junior Class	3.3	1,035
Sophomore Class	1.5	475
Sophomore Class	1.5	475
Freshman Class	1.0	320
Freshman Class	1.0	320
8th Grade Class	1.0	320
7th Grade Class	1.0	320
6th Grade Class	1.0	320
Student Council	4.5	1,410
Student Council Assistant	2.9	910

Yearbook	4.8	1,505
Yearbook-Business Manager	2.5	785
Elementary Yearbook	2.4	755
Drama Club	1.9	600
Drama Club-Play #1	3.9	1,225
FTA	2.0	630
FHA	1.9	600
FSC	1.9	600
Math Club	1.9	600
Forensics	1.9	600
Cheerleaders-Fall	4.2	1,315
Cheerleaders-Spring	4.4	1,380
Health Club	1.9	600
Newspaper	3.3	1,035
National Honor Society	1.9	600
UN Club	1.9	600
Jaz Club II	2.9	910
Ski Club	1.0	320
SADD	1.9	600
Kids On Block	1.9	600
Bowling Club	1.9	600
Spanish Club	1.9	600
Stamp Club (Elementary)	1.9	600
Chess Club (Elementary)	1.9	600
Middle School SC	1.9	600
Builders Club	1.9	600
Key Club	1.9	600
Middle School Computer	1.0	320
Technology Club	1.9	600

<u>Other Stipends</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Marching Band	9.0	\$2,825	\$2,920	\$3,015	\$3,110	\$3,210
Assistant Marching Band	4.5	1,410	1,460	1,510	1,555	1,605
Assistant Color Guard	2.9	910	940	970	1,005	1,035
Color Guard	2.9	910	940	970	1,005	1,035
Department Chairs	6.0	1,880	1,945	2,010	2,075	2,140
K-5 Curriculum Chairs	6.0	1,880	1,945	2,010	2,075	2,140
Assistant Chairs	3.0	940	975	1,005	1,035	1,070
Computer Coordinator	6.0	1,880	1,945	2,010	2,075	2,140
Special Area Coordinator	6.0	1,880	1,945	2,010	2,075	2,140
K-12 Fine Arts Coordinator	6.0	1,880	1,945	2,010	2,075	2,140
K-5 Social Studies Coordinator	6.0	1,880	1,945	2,010	2,075	2,140

1998-99 School Year

<u>Activity</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Baseball</u>						
Varsity	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Junior High Modified	4.5	1,420	1,470	1,520	1,570	1,615
Junior Varsity	5.0	1,580	1,635	1,690	1,740	1,795
<u>Boys' Basketball</u>						
Varsity	9.0	\$2,845	\$2,940	\$3,040	\$3,135	\$3,235
Junior Varsity	7.5	2,370	2,450	2,530	2,615	2,695
Freshman	4.5	1,420	1,470	1,520	1,570	1,615
<u>Football</u>						
Varsity	9.0	\$2,845	\$2,940	\$3,040	\$3,135	\$3,235
Assistant Varsity (2)	5.8	1,835	1,895	1,960	2,020	2,085
Junior High School Modified	4.5	1,420	1,470	1,520	1,570	1,615
Assistant Junior High Modified	4.0	1,265	1,305	1,350	1,395	1,435
<u>Cross Country</u>						
Coach	7.0	\$2,210	\$2,290	\$2,365	\$2,440	\$2,515
<u>Golf</u>						
Coach	4.5	\$1,420	\$1,470	\$1,520	\$1,570	\$1,615
<u>Boys' Soccer</u>						
Varsity	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Junior Varsity	5.0	1,580	1,635	1,690	1,740	1,795
Modified	4.5	1,420	1,470	1,520	1,570	1,615
<u>Boys Track</u>						
Varsity	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Boys/Girls Asst.	6.0	1,895	1,960	2,025	2,090	2,155
Junior High School Modified	4.5	1,420	1,470	1,520	1,570	1,615
<u>Wrestling</u>						
Varsity	9.0	\$2,845	\$2,940	\$3,040	\$3,135	\$3,235
Junior High Modified	4.5	1,420	1,470	1,520	1,570	1,615
<u>Girls' Soccer</u>						
Varsity	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Junior Varsity	5.0	1,580	1,635	1,690	1,740	1,795
Modified	4.5	1,420	1,470	1,520	1,570	1,615

Boys' Volleyball

Varsity	7.5	\$2,370	\$2,450	\$2,530	\$2,615	\$2,695
Junior Varsity	6.0	1,895	1,960	2,025	2,090	2,155

Girls' Volleyball

Varsity	7.5	\$2,370	\$2,450	\$2,530	\$2,615	\$2,695
Junior Varsity	6.0	1,895	1,960	2,025	2,090	2,155
Modified	4.5	1,420	1,470	1,520	1,570	1,615

Girls' Softball

Coach	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Junior Varsity	5.0	1,580	1,635	1,690	1,740	1,795

Girls' Track

Varsity	6.0	\$1,895	\$1,960	\$2,025	\$2,090	\$2,155
Junior High Modifieds	4.5	1,420	1,470	1,520	1,570	1,615

Girls' Basketball

Varsity	9.0	\$2,845	\$2,940	\$3,040	\$3,135	\$3,235
Junior Varsity	7.5	2,370	2,450	2,530	2,615	2,695
Junior High Modified	4.5	1,420	1,470	1,520	1,570	1,615

Tennis

Boys	7.0	\$2,210	\$2,290	\$2,365	\$2,440	\$2,515
Girls	7.0	\$2,210	\$2,290	\$2,365	\$2,440	\$2,515

Intramurals

Hourly Rate	0.07	\$22.10	\$22.90	\$23.65	\$24.40	\$25.15
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Club Advisors

	<u>%Factor</u>	<u>Salary</u>
Senior Class	3.9	\$1,235
Senior Class	3.9	1,235
Junior Class	3.3	1,045
Junior Class	3.3	1,045
Sophomore Class	1.5	480
Sophomore Class	1.5	480
Freshman Class	1.0	325
Freshman Class	1.0	325
8th Grade Class	1.0	325
7th Grade Class	1.0	325
6th Grade Class	1.0	325
Student Council	4.5	1,420
Student Council Assistant	2.9	915

Yearbook	4.8	1,515
Yearbook-Business Manager	2.5	790
Elementary Yearbook	2.4	760
Drama Club	1.9	605
Drama Club-Play #1	3.9	1,235
FTA	2.0	630
FHA	1.9	605
FSC	1.9	605
Math Club	1.9	605
Forensics	1.9	605
Cheerleaders-Fall	4.2	1,325
Cheerleaders-Spring	4.4	1,390
Health Club	1.9	605
Newspaper	3.3	1,045
National Honor Society	1.9	605
UN Club	1.9	605
Jaz Club II	2.9	915
Ski Club	1.0	325
SADD	1.9	605
Kids On Block	1.9	605
Bowling Club	1.9	605
Spanish Club	1.9	605
Stamp Club (Elementary)	1.9	605
Chess Club (Elementary)	1.9	605
Middle School SC	1.9	605
Builders Club	1.9	605
Key Club	1.9	605
Middle School Computer	1.0	325
Technology Club	1.9	605

<u>Other Stipends</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Marching Band	9.0	\$2,845	\$2,940	\$3,040	\$3,135	\$3,235
Assistant Marching Band	4.5	1,420	1,470	1,520	1,570	1,615
Assistant Color Guard	2.9	915	950	975	1,010	1,040
Color Guard	2.9	915	950	975	1,010	1,040
Department Chairs	6.0	1,895	1,960	2,025	2,090	2,155
K-5 Curriculum Chairs	6.0	1,895	1,960	2,025	2,090	2,155
Assistant Chairs	3.0	950	980	1,015	1,045	1,080
Computer Coordinator	6.0	1,895	1,960	2,025	2,090	2,155
Special Area Coordinator	6.0	1,895	1,960	2,025	2,090	2,155
K-12 Fine Arts Coordinator	6.0	1,895	1,960	2,025	2,090	2,155
K-5 Social Studies Coordinator	6.0	1,895	1,960	2,025	2,090	2,155

1999-00 School Year

<u>Activity</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Baseball</u>						
Varsity	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Junior High Modified	4.5	1,435	1,485	1,530	1,580	1,630
Junior Varsity	5.0	1,595	1,650	1,700	1,755	1,810
<u>Boys' Basketball</u>						
Varsity	9.0	\$2,870	\$2,965	\$3,065	\$3,160	\$3,260
Junior Varsity	7.5	2,390	2,470	2,555	2,635	2,715
Freshman	4.5	1,435	1,485	1,530	1,580	1,630
<u>Football</u>						
Varsity	9.0	\$2,870	\$2,965	\$3,065	\$3,160	\$3,260
Assistant Varsity (2)	5.8	1,850	1,910	1,975	2,040	2,100
Junior High School Modified	4.5	1,435	1,485	1,530	1,580	1,630
Assistant Junior High Modified	4.0	1,275	1,320	1,360	1,405	1,450
<u>Cross Country</u>						
Coach	7.0	\$2,230	\$2,305	\$2,385	\$2,460	\$2,535
<u>Golf</u>						
Coach	4.5	\$1,435	\$1,485	\$1,530	\$1,580	\$1,630
<u>Boys' Soccer</u>						
Varsity	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Junior Varsity	5.0	1,595	1,650	1,700	1,755	1,810
Modified	4.5	1,435	1,485	1,530	1,580	1,630
<u>Boys Track</u>						
Varsity	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Boys/Girls Asst.	6.0	1,910	1,975	2,045	2,110	2,175
Junior High School Modified	4.5	1,435	1,485	1,530	1,580	1,630
<u>Wrestling</u>						
Varsity	9.0	\$2,870	\$2,965	\$3,065	\$3,160	\$3,260
Junior High Modified	4.5	1,435	1,485	1,530	1,580	1,630
<u>Girls' Soccer</u>						
Varsity	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Junior Varsity	5.0	1,595	1,650	1,700	1,755	1,810
Modified	4.5	1,435	1,485	1,530	1,580	1,630

Boys' Volleyball

Varsity	7.5	\$2,390	\$2,470	\$2,555	\$2,635	\$2,715
Junior Varsity	6.0	1,910	1,975	2,045	2,110	2,175

Girls' Volleyball

Varsity	7.5	\$2,390	\$2,470	\$2,555	\$2,635	\$2,715
Junior Varsity	6.0	1,910	1,975	2,045	2,110	2,175
Modified	4.5	1,435	1,485	1,530	1,580	1,630

Girls' Softball

Coach	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Junior Varsity	5.0	1,595	1,650	1,700	1,755	1,810

Girls' Track

Varsity	6.0	\$1,910	\$1,975	\$2,045	\$2,110	\$2,175
Junior High Modifieds	4.5	1,435	1,485	1,530	1,580	1,630

Girls' Basketball

Varsity	9.0	\$2,870	\$2,965	\$3,065	\$3,160	\$3,260
Junior Varsity	7.5	2,390	2,470	2,555	2,635	2,715
Junior High Modified	4.5	1,435	1,485	1,530	1,580	1,630

Tennis

Boys	7.0	\$2,230	\$2,305	\$2,385	\$2,460	\$2,535
Girls	7.0	2,230	2,305	2,385	2,460	2,535

Intramurals

Hourly Rate	0.07	\$22.30	\$23.05	\$23.85	\$24.60	\$25.35
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Club Advisors

	<u>%Factor</u>	<u>Salary</u>
Senior Class	3.9	\$1,245
Senior Class	3.9	1,245
Junior Class	3.3	1,050
Junior Class	3.3	1,050
Sophomore Class	1.5	485
Sophomore Class	1.5	485
Freshman Class	1.0	330
Freshman Class	1.0	330
8th Grade Class	1.0	330
7th Grade Class	1.0	330
6th Grade Class	1.0	330
Student Council	4.5	1,435
Student Council Assistant	2.9	925

Yearbook	4.8	1,530
Yearbook-Business Manager	2.5	795
Elementary Yearbook	2.4	765
Drama Club	1.9	610
Drama Club-Play #1	3.9	1,245
FTA	2.0	640
FHA	1.9	610
FSC	1.9	610
Math Club	1.9	610
Forensics	1.9	610
Cheerleaders-Fall	4.2	1,340
Cheerleaders-Spring	4.4	1,400
Health Club	1.9	610
Newspaper	3.3	1,050
National Honor Society	1.9	610
UN Club	1.9	610
Jaz Club II	2.9	925
Ski Club	1.0	330
SADD	1.9	610
Kids On Block	1.9	610
Bowling Club	1.9	610
Spanish Club	1.9	610
Stamp Club (Elementary)	1.9	610
Chess Club (Elementary)	1.9	610
Middle School SC	1.9	610
Builders Club	1.9	610
Key Club	1.9	610
Middle School Computer	1.0	330
Technology Club	1.9	610

<u>Other Stipends</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Marching Band	9.0	\$2,870	\$2,965	\$3,065	\$3,160	\$3,260
Assistant Marching Band	4.5	1,435	1,485	1,530	1,580	1,630
Assistant Color Guard	2.9	925	955	985	1,020	1,050
Color Guard	2.9	925	955	985	1,020	1,050
Department Chairs	6.0	1,910	1,975	2,045	2,110	2,175
K-5 Curriculum Chairs	6.0	1,910	1,975	2,045	2,110	2,175
Assistant Chairs	3.0	955	990	1,020	1,055	1,085
Computer Coordinator	6.0	1,910	1,975	2,045	2,110	2,175
Special Area Coordinator	6.0	1,910	1,975	2,045	2,110	2,175
K-12 Fine Arts Coordinator	6.0	1,910	1,975	2,045	2,110	2,175
K-5 Social Studies Coordinator	6.0	1,910	1,975	2,045	2,110	2,175

2000-01 School Year

<u>Activity</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>Baseball</u>						
Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Junior High Modified	4.5	1,445	1,495	1,545	1,595	1,645
Junior Varsity	5.0	1,605	1,660	1,715	1,770	1,825
<u>Boys' Basketball</u>						
Varsity	9.0	\$2,890	\$2,990	\$3,090	\$3,190	\$3,285
Junior Varsity	7.5	2,410	2,490	2,575	2,655	2,740
Freshman	4.5	1,445	1,495	1,545	1,595	1,645
<u>Football</u>						
Varsity	9.0	\$2,890	\$2,990	\$3,090	\$3,190	\$3,285
Assistant Varsity (2)	5.8	1,865	1,925	1,990	2,055	2,120
Junior High School Modified	4.5	1,445	1,495	1,545	1,595	1,645
Assistant Junior High Modified	4.0	1,285	1,330	1,375	1,415	1,460
<u>Cross Country</u>						
Coach	7.0	\$2,250	\$2,325	\$2,405	\$2,480	\$2,555
<u>Golf</u>						
Coach	4.5	\$1,445	\$1,495	\$1,545	\$1,595	\$1,645
<u>Boys' Soccer</u>						
Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Junior Varsity	5.0	1,605	1,660	1,715	1,770	1,825
Modified	4.5	1,445	1,495	1,545	1,595	1,645
<u>Boys Track</u>						
Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Boys/Girls Asst.	6.0	1,930	1,995	2,060	2,125	2,190
Junior High School Modified	4.5	1,445	1,495	1,545	1,595	1,645
<u>Wrestling</u>						
Varsity	9.0	\$2,890	\$2,990	\$3,090	\$3,190	\$3,285
Junior High Modified	4.5	1,445	1,495	1,545	1,595	1,645
<u>Girls' Soccer</u>						
Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Junior Varsity	5.0	1,605	1,660	1,715	1,770	1,825
Modified	4.5	1,445	1,495	1,545	1,595	1,645

Boys' Volleyball

Varsity	7.5	\$2,410	\$2,490	\$2,575	\$2,655	\$2,740
Junior Varsity	6.0	1,930	1,995	2,060	2,125	2,190

Girls' Volleyball

Varsity	7.5	\$2,410	\$2,490	\$2,575	\$2,655	\$2,740
Junior Varsity	6.0	1,930	1,995	2,060	2,125	2,190
Modified	4.5	1,445	1,495	1,545	1,595	1,645

Girls' Softball

Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Junior Varsity	5.0	1,605	1,660	1,715	1,770	1,825

Girls' Track

Varsity	6.0	\$1,930	\$1,995	\$2,060	\$2,125	\$2,190
Junior Varsity	5.0	1,445	1,495	1,545	1,595	1,645

Girls' Basketball

Varsity	9.0	\$2,890	\$2,990	\$3,090	\$3,190	\$3,285
Junior Varsity	7.5	2,410	2,490	2,575	2,655	2,740
Junior High Modified	4.5	1,445	1,495	1,545	1,595	1,645

Tennis

Boys	7.0	\$2,250	\$2,325	\$2,405	\$2,480	\$2,555
Girls	7.0	\$2,250	\$2,325	\$2,405	\$2,480	\$2,555

Intramurals

Hourly Rate	0.07	\$22.50	\$23.25	\$24.05	\$24.80	\$25.55
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Club Advisors

	<u>%Factor</u>	<u>Salary</u>
Senior Class	3.9	\$1,255
Senior Class	3.9	1,255
Junior Class	3.3	1,060
Junior Class	3.3	1,060
Sophomore Class	1.5	490
Sophomore Class	1.5	490
Freshman Class	1.0	335
Freshman Class	1.0	335
8th Grade Class	1.0	335
7th Grade Class	1.0	335
6th Grade Class	1.0	335
Student Council	4.5	1,445
Student Council Assistant	2.9	930

Yearbook	4.8	1,540
Yearbook-Business Manager	2.5	805
Elementary Yearbook	2.4	770
Drama Club	1.9	615
Drama Club-Play #1	3.9	1,255
FTA	2.0	645
FHA	1.9	615
FSC	1.9	615
Math Club	1.9	615
Forensics	1.9	615
Cheerleaders-Fall	4.2	1,350
Cheerleaders-Spring	4.4	1,415
Health Club	1.9	615
Newspaper	3.3	1,060
National Honor Society	1.9	615
UN Club	1.9	615
Jaz Club II	2.9	930
Ski Club	1.0	335
SADD	1.9	615
Kids On Block	1.9	615
Bowling Club	1.9	615
Spanish Club	1.9	615
Stamp Club (Elementary)	1.9	615
Chess Club (Elementary)	1.9	615
Middle School SC	1.9	615
Builders Club	1.9	615
Key Club	1.9	615
Middle School Computer	1.0	335
Technology Club	1.9	615

<u>Other Stipends</u>	<u>% Factor</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Marching Band	9.0	\$2,890	\$2,990	\$3,090	\$3,190	\$3,285
Assistant Marching Band	4.5	1,445	1,495	1,545	1,595	1,645
Assistant Color Guard	2.9	930	965	995	1,025	1,060
Color Guard	2.9	930	965	995	1,025	1,060
Department Chairs	6.0	1,930	1,995	2,060	2,125	2,190
K-5 Curriculum Chairs	6.0	1,930	1,995	2,060	2,125	2,190
Assistant Chairs	3.0	965	995	1,030	1,065	1,095
Computer Coordinator	6.0	1,930	1,995	2,060	2,125	2,190
Special Area Coordinator	6.0	1,930	1,995	2,060	2,125	2,190
K-12 Fine Arts Coordinator	6.0	1,930	1,995	2,060	2,125	2,190
K-5 Social Studies Coordinator	6.0	1,930	1,995	2,060	2,125	2,190

C. Procedures for the Implementation of New Co-Curricular Activities

In the event that a teacher is contemplating the development of a new co-curricular activity, or the resurrection of a co-curricular activity that has not been active for four or more years, the teacher will first review the proposal with the Building Principal. If the Building Principal concurs in the establishment of the activity, the proposed activity will be sent to the Board of Education to formally establish such activity.

If the Board of Education approves the establishment of such activity, during the first year of the activity's existence, the Advisor of such activity shall keep records of the number of students participating and the number of meetings held, and shall also develop specific objectives for the on-going activity.

At the conclusion of the school year, if the co-curricular activity has proven satisfactory, the Association will request the formal establishment of such position as a paid position and work with District representatives to determine the appropriate pay rate in the event that it is established. Thereafter, the position will be submitted to the Board of Education for the establishment as a paid position. If the position is established as a paid position, payment will be made retroactively for the first year of its existence and will thereafter be added to the labor agreement listing. If the position is not approved, no payment will be made for that year.

ARTICLE 43

CHAPERON DUTIES

1. Volunteer lists for Chaperon Duties will be developed for each sport's season (fall, winter, spring).
2. If there are not at least ten (10) volunteers for each list, the lists are null and void, and assignments will be made at the discretion of the Administrator.
3. If there are at least ten (10) volunteers on each list, assignments are made by the Administrator from the list, first on a voluntary basis, and if there are no volunteers, then the Administrator will make the assignments from the list.
4. Paragraphs 2 and 3 notwithstanding, the District may continue to utilize Booster Club members and other non-unit volunteers as chaperons during the life of this Agreement, provided such use is in accord with past practice.
5. Pay for Chaperon Duty shall be as follows:

During Work Week

During Recess

\$8.00 per hour or \$16.00 minimum
per event, whichever is greater.

\$10.00 per hour or \$20.00 minimum
per event, whichever is greater.

- a. Any unpaid advisor whose group has an approved activity including dances will be paid according to the above rates.
 - b. Paid advisors are not eligible for compensation when chaperoning events sponsored by their organizations.
6. It is the intent of the parties that recesses as referred to in paragraph 5 above commence on the day following the close of school except for Christmas recess, which shall commence on the same day as school closes.

ARTICLE 44

SALARY SCHEDULE - 1996 through 2001

1. 1996 - 1997: See Salary Schedule Annexed.
1997 - 1998: See Salary Schedule Annexed.
1998 - 1999: See Salary Schedule Annexed.
1999 - 2000: See Salary Schedule Annexed.
2000 - 2001: See Salary Schedule Annexed.
2. Professional staff members must be on the payroll at least ninety (90) school days during each school year in order to be eligible for an increment the following school year.
3. **Payment for In-Service Courses**
 - a. Teachers are eligible for in-service course credit for their voluntary attendance at in-service courses offered outside of the normal teaching day if the Superintendent has granted approval for attendance at such program. The approval of the Superintendent shall be based upon the relevancy of the course to the teacher's assignment and such approval shall not be unreasonably withheld. Payment for courses will not be approved if the level of skills and competencies in such course are duplicative in whole or substantial part, of courses previously paid for unless the individual receives the written approval of the Superintendent.
 - b. Fifteen (15) hours of attendance in an approved in-service program shall be deemed the equivalent of one graduate credit and shall be payable at the rate of \$30 per credit. Payment shall not be made until the teacher has accrued three (3) credits of in-service hours. After the teacher has accrued three (3) hours of in-service credit, payment in a lump sum check shall be made in February for all in-service courses having been

completed by the prior September. Such payment shall continue through the teacher's employment or until enough credits are earned to have such credits counted in the salary schedule in accordance with Section 4.b. I below.

- i. When a teacher has a total of six (6) credit hours of in-service or graduate credit or a combination of the two the teacher's annual salary shall be adjusted in the September next following attainment of such credit. The teacher will no longer be eligible for the \$90 lump sum payment unless and until the teacher completes three (3) more hours of in-service credit.
- c. If the District pays expenses for conference attendance, even if outside normal working hours, the teacher shall not be eligible for in-service credits.
- d. In the event that an otherwise approvable in-service course is offered at a time when school is not in session, the teacher may be granted the opportunity to attend; the District may, subject to mutual agreement, make a per-diem salary payment in lieu of granting in-service salary credit.
- e. Teachers who teach in-service programs sponsored by the District receive both in-service hours for the number of hours that they present, and also the then current hourly rate of pay for curriculum development work, times the number of hours they present.

This remuneration scheme would not apply to individuals who were presenting approved in-service programs in relation to a job assignment for which they were already being compensated, ex. a secondary department chairperson presenting workshops dealing with topics within the department's subject area to the members of department; an elementary curriculum coordinator presenting to grade level chairs.

Such in-service programs will require the prior approval of the Superintendent. It should be noted on the approval form that a staff member will be teaching the program and that he/she will be seeking remuneration under this Agreement.

- f. A committee composed of three (3) members appointed by the Superintendent and three (3) members appointed by the Association President shall meet to determine whether there are existing in-service programs available to District teachers and what in-service courses can be developed that would be beneficial to District teachers. The District reserves the right to initiate in-service courses even if such committee is not in mutual agreement as to the need for such course.
- g. Credit for in-service courses can accumulate without limit off the salary schedule.

4. **Additional Graduate Hours Beyond the BA Schedule**

- a. The provisions of this section apply only to hours earned after July 1, 1990 and to teachers with a Bachelors degree. If a teacher has a Masters degree, the provisions of this section do not apply.
- b. Any teacher who desires to receive payment for graduate course work beyond B60 (up to a maximum of B72), other than in-service, must obtain approval of such course from the Superintendent. The teacher should attempt to obtain the Superintendent's approval prior to registering for the course, or as soon as practicable after signing up for the course.
- c. Approval shall be granted for courses related to the teacher's current classroom assignment such as, but not limited to, courses in the teacher's content area, discipline of students, and child psychology. It is expressly understood that courses in educational administration shall not be approved.
- d. Compensation shall be at the rate of \$50 per hour for each hour between B60 and B72.

ARTICLE 45

SHARED DECISION MAKING

The District and the Association shall comply with the requirements set forth in § 100. 11 of the Regulations of the Commissioner of Education with respect to School Based Planning and Shared Decision Making.

ARTICLE 46

CONTRACTUAL WAIVERS

It is agreed from time to time it may be to the benefit of the parties to temporarily waive guaranteed working conditions, whether contractual or other mandatory term or condition of employment. The procedure to do this is as follows:

1. No waiver may be granted that would extend beyond one school year and into the next.
2. When a recommendation to implement an experimental program or innovative approach is made that would require the above mentioned waivers, said recommendations are to be submitted to the President of the Association and Superintendent.

In order to be implemented, the Association's Executive Council must first approve the waiver. After said approval is given, a vote must be taken of the teachers affected by the waiver and the necessary approval given. Additionally, the Superintendent must approve the waiver and a majority vote of the Board.

3. It is understood that (1) of this item may also be waived.

ARTICLE 47

LONG TERM SUBSTITUTES

1. If the District hires a long term substitute to fill in for an employee who is on an approved leave of absence, such employee shall be given all contractual benefits, beginning with first day of employment, providing the appointment is for at least one full school year.
2. If the long term substitute's original appointment is for at least one full semester, the long term substitute shall be eligible for health and dental insurance coverage beginning first day of employment. Additionally, such employee shall receive sick leave and personal leave, pro-rated for each month of service after first month of service with the District.
3. If the long term substitute's original appointment is for less than one full semester, the long term substitute shall not be eligible for health and dental insurance coverage, unless such long term substitute actually works for more than a semester in which case he or she shall be eligible for such coverage at the start of the next semester in which he or she is working provided he or she is scheduled to be employed for the remainder of the school year. Additionally, such employee shall receive sick leave and personal leave, pro-rated for each month of service after his or her first month of service with the District.

SIGNATURE PAGE

This Agreement is made and entered into on the 18th day of August, 1997, by and between the Superintendent of the Westmoreland Central School District and the Westmoreland Teachers' Association affiliated with the New York State United Teachers.

**SUPERINTENDENT OF SCHOOLS
WESTMORELAND CENTRAL SCHOOL DISTRICT**

By: Marilyn D. Palle, Ed.D.
Superintendent

8/18/97
Date

WESTMORELAND TEACHERS' ASSOCIATION

By: Karen K. Nelson
President

August 18, 1997
Date

AGREEMENT

between

SUPERINTENDENT

and

**WESTMORELAND CENTRAL SCHOOL
TEACHERS' ASSOCIATION**

SALARY SCHEDULES

**Westmoreland Central School District
Westmoreland, New York
July 1, 1996-June 30, 2001**

Bachelors**1996-97 Salary Schedule**

	0	6	12	18	24	30	36	42	48	54	60
1	24490	24870	25251	25631	26012	26392	26772	27153	27533	27914	28294
2	25459	25855	26250	26646	27041	27436	27832	28227	28623	29018	29414
3	26428	26839	27249	27660	28070	28481	28891	29302	29712	30123	30533
4	27398	27823	28249	28674	29100	29525	29951	30377	30802	31228	31653
5	28367	28807	29248	29689	30129	30570	31010	31451	31892	32332	32773
6	29336	29792	30247	30703	31159	31614	32070	32526	32981	33437	33893
7	30305	30776	31247	31717	32188	32659	33130	33600	34071	34542	35012
8	31274	31760	32246	32732	33217	33703	34189	34675	35161	35646	36132
9	32244	32744	33245	33746	34247	34748	35249	35749	36250	36751	37252
10	33213	33729	34245	34760	35276	35792	36308	36824	37340	37856	38372
11	34182	34713	35244	35775	36306	36837	37368	37899	38429	38960	39491
12	35151	35697	36243	36789	37335	37881	38427	38973	39519	40065	40611
13	36120	36681	37242	37803	38365	38926	39487	40048	40609	41170	41731
14	37089	37666	38242	38818	39394	39970	40546	41122	41698	42274	42851
15	38059	38650	39241	39832	40423	41014	41606	42197	42788	43379	43970
16	39028	39634	40240	40847	41453	42059	42665	43271	43878	44484	45090
17	39997	40618	41240	41861	42482	43103	43725	44346	44967	45588	46210
18	40966	41603	42239	42875	43512	44148	44784	45421	46057	46693	47329

Masters

	0	6	12	18	24	30	36	42	48	54	60
1	26912	27292	27673	28053	28434	28814	29194	29575	29955	30336	30716
2	27977	28372	28768	29163	29559	29954	30350	30745	31141	31536	31932
3	29042	29453	29863	30274	30684	31095	31505	31916	32326	32737	33147
4	30107	30533	30958	31384	31809	32235	32661	33086	33512	33937	34363
5	31172	31613	32053	32494	32935	33375	33816	34256	34697	35138	35578
6	32237	32693	33149	33604	34060	34516	34971	35427	35883	36338	36794
7	33302	33773	34244	34714	35185	35656	36127	36597	37068	37539	38010
8	34367	34853	35339	35825	36310	36796	37282	37768	38254	38739	39225
9	35432	35933	36434	36935	37436	37937	38437	38938	39439	39940	40441
10	36497	37013	37529	38045	38561	39077	39593	40109	40624	41140	41656
11	37562	38093	38624	39155	39686	40217	40748	41279	41810	42341	42872
12	38627	39173	39719	40265	40811	41357	41903	42449	42995	43541	44087
13	39693	40254	40815	41376	41937	42498	43059	43620	44181	44742	45303
14	40758	41334	41910	42486	43062	43638	44214	44790	45366	45943	46519
15	41823	42414	43005	43596	44187	44778	45370	45961	46552	47143	47734
16	42888	43494	44100	44706	45312	45919	46525	47131	47737	48344	48950
17	43953	44574	45195	45816	46438	47059	47680	48302	48923	49544	50165
18	45018	45654	46290	46927	47563	48199	48836	49472	50108	50745	51381

@ Step Amount

10 \$ 312

15 \$ 1,040

18 \$10,000

25 \$10,800

Bachelors

	0	6	12	18	24	30	36	42	48	54	60
1	24616	25036	25456	25876	26296	26716	27136	27556	27976	28396	28816
2	25590	26027	26463	26900	27337	27773	28210	28647	29083	29520	29956
3	26564	27018	27471	27924	28377	28831	29284	29737	30190	30644	31097
4	27539	28008	28478	28948	29418	29888	30358	30828	31297	31767	32237
5	28513	28999	29486	29972	30459	30945	31432	31918	32405	32891	33378
6	29487	29990	30493	30996	31499	32002	32506	33009	33512	34015	34518
7	30461	30981	31501	32020	32540	33060	33579	34099	34619	35139	35658
8	31435	31972	32508	33044	33581	34117	34653	35190	35726	36262	36799
9	32409	32962	33515	34068	34621	35174	35727	36280	36833	37386	37939
10	33384	33953	34523	35092	35662	36232	36801	37371	37940	38510	39080
11	34358	34944	35530	36116	36703	37289	37875	38461	39048	39634	40220
12	35332	35935	36538	37140	37743	38346	38949	39552	40155	40757	41360
13	36306	36926	37545	38165	38784	39403	40023	40642	41262	41881	42501
14	37280	37916	38552	39189	39825	40461	41097	41733	42369	43005	43641
15	38254	38907	39560	40213	40865	41518	42171	42823	43476	44129	44782
16	39229	39898	40567	41237	41906	42575	43245	43914	44583	45253	45922
17	40203	40889	41575	42261	42947	43633	44319	45004	45690	46376	47062
18	41177	41880	42582	43285	43987	44690	45392	46095	46798	47500	48203

1997-98 Salary Schedule**Masters**

	0	6	12	18	24	30	36	42	48	54	60
1	27326	27746	28166	28586	29006	29426	29846	30266	30686	31106	31526
2	28407	28844	29281	29717	30154	30591	31027	31464	31900	32337	32774
3	29489	29942	30395	30849	31302	31755	32208	32662	33115	33568	34021
4	30570	31040	31510	31980	32450	32920	33389	33859	34329	34799	35269
5	31652	32138	32625	33111	33598	34084	34571	35057	35544	36030	36517
6	32733	33236	33739	34242	34746	35249	35752	36255	36758	37261	37764
7	33815	34334	34854	35374	35893	36413	36933	37453	37972	38492	39012
8	34896	35432	35969	36505	37041	37578	38114	38650	39187	39723	40259
9	35977	36530	37083	37636	38189	38742	39295	39848	40401	40954	41507
10	37059	37628	38198	38768	39337	39907	40476	41046	41616	42185	42755
11	38140	38726	39313	39899	40485	41071	41658	42244	42830	43416	44002
12	39222	39825	40427	41030	41633	42236	42839	43442	44044	44647	45250
13	40303	40923	41542	42161	42781	43400	44020	44639	45259	45878	46498
14	41385	42021	42657	43293	43929	44565	45201	45837	46473	47109	47745
15	42466	43119	43771	44424	45077	45729	46382	47035	47688	48340	48993
16	43547	44217	44886	45555	46225	46894	47563	48233	48902	49571	50241
17	44629	45315	46001	46687	47373	48059	48744	49430	50116	50802	51488
18	45710	46413	47115	47818	48521	49223	49926	50628	51331	52033	52736

@ Step Amount

10 \$ 312

15 \$ 1,040

18 \$10,000

25 \$11,000

Bachelors**1998-99 Salary Schedule**

	0	6	12	18	24	30	36	42	48	54	60
1	24805	25285	25765	26245	26725	27205	27685	28165	28645	29125	29605
2	25787	26286	26785	27284	27783	28282	28781	29280	29779	30278	30777
3	26768	27286	27804	28322	28840	29358	29876	30394	30912	31430	31948
4	27750	28287	28824	29361	29898	30435	30972	31509	32046	32583	33120
5	28732	29288	29844	30400	30956	31512	32068	32624	33180	33735	34291
6	29713	30288	30863	31438	32013	32588	33163	33738	34313	34888	35463
7	30695	31289	31883	32477	33071	33665	34259	34850	35447	36041	36635
8	31677	32290	32903	33516	34128	34741	35354	35967	36580	37193	37806
9	32658	33290	33922	34554	35186	35818	36450	37082	37714	38346	38978
10	33640	34291	34942	35593	36244	36895	37546	38197	38848	39499	40150
11	34622	35292	35961	36631	37301	37971	38641	39311	39981	40651	41321
12	35603	36292	36981	37670	38359	39048	39737	40426	41115	41804	42493
13	36585	37293	38001	38709	39417	40125	40833	41541	42249	42956	43664
14	37567	38294	39020	39747	40474	41201	41928	42655	43382	44109	44836
15	38548	39294	40040	40786	41532	42278	43024	43770	44516	45262	46008
16	39530	40295	41060	41825	42590	43355	44120	44884	45649	46414	47179
17	40512	41295	42079	42863	43647	44431	45215	45999	46783	47567	48351
18	41493	42296	43099	43902	44705	45508	46311	47114	47917	48720	49523

Masters

	0	6	12	18	24	30	36	42	48	54	60
1	27930	28410	28890	29371	29850	30330	30810	31290	31770	32250	32730
2	29035	29534	30033	30532	31031	31530	32029	32528	33027	33526	34025
3	30141	30659	31177	31695	32213	32731	33249	33767	34285	34803	35321
4	31246	31783	32320	32857	33394	33931	34468	35005	35542	36079	36616
5	32351	32907	33463	34019	34575	35131	35687	36243	36799	37355	37911
6	33457	34032	34607	35182	35757	36332	36907	37482	38056	38631	39206
7	34562	35156	35750	36344	36938	37532	38126	38720	39314	39908	40502
8	35667	36280	36893	37506	38119	38732	39345	39958	40571	41184	41797
9	36773	37405	38037	38669	39301	39932	40564	41196	41828	42460	43092
10	37878	38529	39180	39831	40482	41133	41784	42435	43086	43737	44388
11	38983	39653	40323	40993	41663	42333	43003	43673	44343	45013	45683
12	40089	40778	41467	42155	42844	43533	44222	44911	45600	46289	46978
13	41194	41902	42610	43318	44026	44734	45442	46150	46858	47566	48273
14	42299	43026	43753	44480	45207	45934	46661	47388	48115	48842	49569
15	43405	44151	44897	45642	46388	47134	47880	48626	49372	50118	50864
16	44510	45275	46040	46805	47570	48335	49100	49865	50629	51394	52159
17	45615	46399	47183	47967	48751	49535	50319	51103	51887	52671	53455
18	46721	47524	48326	49129	49932	50735	51538	52341	53144	53947	54750

@ Step Amount

10 \$ 312

15 \$ 1,040

18 \$ 3,330

19 \$10,000

20 \$10,000

25 \$11,200

Bachelors**1999-00 Salary Schedule**

	0	6	12	18	24	30	36	42	48	54	60
1	25010	25559	26108	26657	27206	27755	28304	28853	29402	29951	30500
2	26000	26570	27141	27712	28283	28853	29424	29995	30566	31136	31707
3	26990	27582	28174	28767	29359	29952	30544	31137	31729	32322	32914
4	27979	28593	29208	29822	30436	31050	31664	32279	32893	33507	34121
5	28969	29605	30241	30877	31513	32149	32785	33420	34056	34692	35328
6	29959	30616	31274	31932	32589	33247	33905	34562	35220	35878	36535
7	30949	31628	32307	32987	33666	34345	35025	35704	36384	37063	37742
8	31938	32639	33341	34042	34743	35444	36145	36846	37547	38248	38949
9	32928	33651	34374	35097	35819	36542	37265	37988	38711	39433	40156
10	33918	34662	35407	36152	36896	37641	38385	39130	39874	40619	41363
11	34908	35674	36440	37207	37973	38739	39505	40272	41038	41804	42570
12	35897	36685	37473	38261	39049	39837	40625	41413	42201	42989	43777
13	36887	37697	38507	39316	40126	40936	41746	42555	43365	44175	44984
14	37877	38708	39540	40371	41203	42034	42866	43697	44529	45360	46191
15	38867	39720	40573	41426	42279	43133	43986	44839	45692	46545	47399
16	39857	40731	41606	42481	43356	44231	45106	45981	46856	47731	48606
17	40846	41743	42640	43536	44433	45329	46226	47123	48019	48916	49813
18	41836	42754	43673	44591	45510	46428	47346	48265	49183	50101	51020

Masters

	0	6	12	18	24	30	36	42	48	54	60
1	28505	29054	29603	30152	30701	31250	31799	32348	32897	33446	33995
2	29633	30204	30775	31345	31916	32487	33057	33628	34199	34770	35340
3	30761	31354	31946	32539	33131	33723	34316	34908	35501	36093	36686
4	31889	32503	33118	33732	34346	34960	35574	36189	36803	37417	38031
5	33017	33653	34289	34925	35561	36197	36833	37469	38105	38741	39376
6	34145	34803	35461	36118	36776	37434	38091	38749	39406	40064	40722
7	35274	35953	36632	37312	37991	38670	39350	40029	40708	41388	42067
8	36402	37103	37804	38505	39206	39907	40608	41309	42010	42711	43412
9	37530	38252	38975	39698	40421	41144	41867	42589	43312	44035	44758
10	38658	39402	40147	40891	41636	42380	43125	43870	44614	45359	46103
11	39786	40552	41318	42085	42851	43617	44383	45150	45916	46682	47449
12	40914	41702	42490	43278	44066	44854	45642	46430	47218	48006	48794
13	42042	42852	43611	44471	45281	46091	46900	47710	48520	49330	50139
14	43170	44002	44833	45664	46496	47327	48159	48990	49822	50653	51485
15	44298	45151	46005	46858	47711	48564	49417	50270	51124	51977	52830
16	45426	46301	47176	48051	48926	49801	50676	51551	52425	53300	54175
17	46554	47451	48348	49244	50141	51038	51934	52831	53727	54624	55521
18	47682	48601	49519	50438	51356	52274	53193	54111	55029	55948	56866

@ Step Amount

10 \$ 312

15 \$ 1,040

18 \$ 3,333

19 \$ 6,666

20 \$10,000

25 \$11,400

Bachelors

	0	6	12	18	24	30	36	42	48	54	60
1	25215	25824	26433	27042	27651	28260	28869	29478	30087	30696	31305
2	26213	26846	27479	28112	28745	29378	30011	30645	31278	31911	32544
3	27211	27868	28525	29182	29840	30497	31154	31811	32468	33126	33783
4	28209	28890	29571	30253	30934	31615	32296	32978	33659	34340	35022
5	29207	29912	30617	31323	32028	32734	33439	34144	34850	35555	36261
6	30204	30934	31663	32393	33122	33852	34581	35311	36040	36770	37499
7	31202	31956	32710	33463	34217	34970	35724	36478	37231	37985	38738
8	32200	32978	33756	34533	35311	36089	36866	37644	38422	39200	39977
9	33198	34000	34802	35603	36405	37207	38009	38811	39613	40414	41216
10	34196	35022	35848	36674	37500	38326	39151	39977	40803	41629	42455
11	35194	36044	36894	37744	38594	39444	40294	41144	41994	42844	43694
12	36192	37066	37940	38814	39688	40562	41436	42311	43185	44059	44933
13	37190	38088	38986	39884	40782	41681	42579	43477	44375	45274	46172
14	38187	39110	40032	40954	41877	42799	43721	44644	45566	46488	47411
15	39185	40132	41078	42025	42971	43917	44864	45810	46757	47703	48650
16	40183	41154	42124	43095	44065	45036	46006	46977	47947	48918	49888
17	41181	42176	43170	44165	45160	46154	47149	48143	49138	50133	51127
18	42179	43198	44216	45235	46254	47273	48291	49310	50329	51348	52366

2000-01 Salary Schedule**Masters**

	0	6	12	18	24	30	36	42	48	54	60
1	29035	29644	30253	30862	31471	32080	32689	33298	33907	34516	35125
2	30184	30817	31450	32083	32716	33350	33983	34616	35249	35882	36515
3	31333	31990	32648	33305	33962	34619	35276	35934	36591	37248	37905
4	32482	33163	33845	34526	35207	35889	36570	37251	37933	38614	39295
5	33631	34337	35042	35747	36453	37158	37864	38569	39274	39980	40685
6	34780	35510	36239	36969	37698	38428	39157	39887	40616	41346	42075
7	35929	36683	37437	38190	38944	39697	40451	41205	41958	42712	43465
8	37078	37856	38634	39412	40189	40967	41745	42522	43300	44078	44856
9	38227	39029	39831	40633	41435	42237	43038	43840	44642	45444	46246
10	39377	40202	41028	41854	42680	43506	44332	45158	45984	46810	47636
11	40526	41376	42226	43076	43926	44776	45626	46476	47326	48176	49026
12	41675	42549	43423	44297	45171	46045	46919	47793	48668	49542	50416
13	42824	43722	44620	45518	46417	47315	48213	49111	50009	50908	51806
14	43973	44895	45817	46740	47662	48584	49507	50429	51351	52274	53196
15	45122	46068	47015	47961	48908	49854	50800	51747	52693	53640	54586
16	46271	47241	48212	49182	50153	51123	52094	53065	54035	55006	55976
17	47420	48415	49409	50404	51398	52393	53388	54382	55377	56372	57366
18	48569	49588	50606	51625	52644	53663	54681	55700	56719	57738	58756

@ Step Amount

10 \$ 312

15 \$ 1,040

18 \$ 3,333

19 \$ 6,666

20 \$10,000

25 \$11,700